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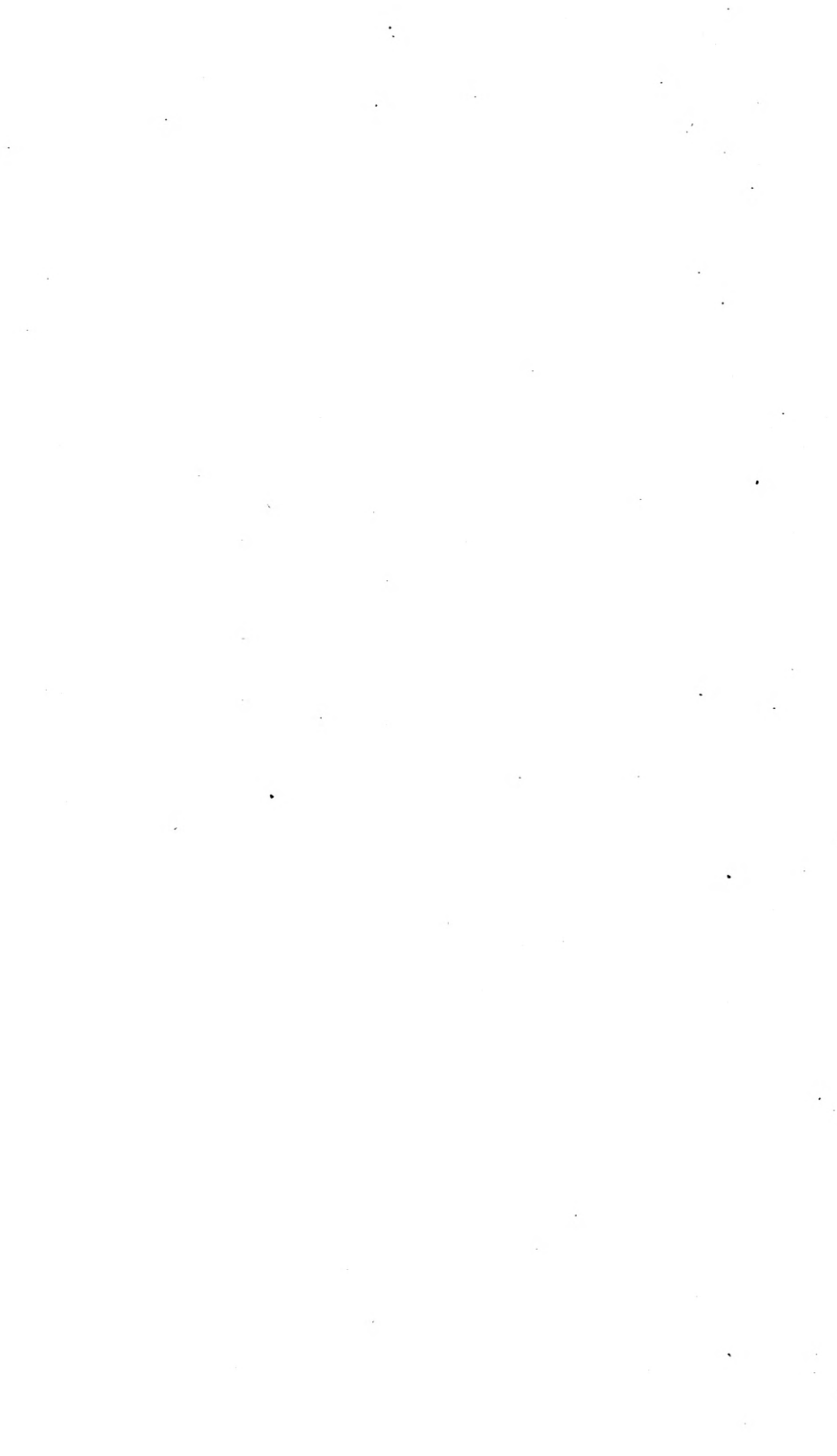
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The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR BULLETIN No. 121

(Being Part III of the Annual Report on the Statistics of Labor for 1917)

COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS

IN

MASSACHUSETTS

1916



JULY 1, 1917

BOSTON

WRIGHT & POTTER PRINTING COMPANY

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1917

ORGANIZATION AND FUNCTIONS OF THE MASSACHUSETTS BUREAU OF STATISTICS

Rooms 250-254, State House, Boston

The Bureau is organized into five permanent divisions: 1. The *Administration Division*, charged with duties supervisory in relation to the several divisions; 2. The *Labor Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 4. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances, audits municipal accounts and installs accounting systems in cities and towns, and supervises the issuance of town notes; 5. The *Public Employment Offices Division*, embracing the administration of the State Public Employment Offices, of which there are three, located respectively at 8 Knéeland Street, Boston; 47 Water Street, Springfield; and 48-52 Green Street, Worcester. During the period of taking and compiling the Census a sixth division, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices . . .; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

The Commonwealth of Massachusetts

BUREAU OF STATISTICS
CHARLES F. GETTEMY, Director

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COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS IN MASSACHUSETTS, 1916.

I.

GENERAL INTRODUCTION.

1. GENERAL DISCUSSION OF COLLECTIVE AGREEMENTS.

This report, which is similar in general plan to a report¹ issued in 1912, has been prepared for the two-fold purpose of bringing up to date the subject matter of the earlier report and of indicating, in so far as this can be done by statistical comparisons, the extent of the growth, during the past five years, of the practice of adjusting industrial relations between employers and employees through the instrumentality of joint agreements.

It is an established fact that this practice of settling industrial controversies which inevitably arise has proved mutually advantageous to both parties concerned, and that by promoting, in a very large number of cases, the principles of conciliation and arbitration has contributed greatly toward industrial harmony. While the establishment in all trades of a system of collective agreements between employers and employees would not wholly solve the labor problems of the present day, many of which are due rather to a general spirit of "industrial unrest" than to any specific cause, nevertheless the general adoption of such system would undoubtedly result in greatly minimizing friction and in rendering more stable and calculable the conditions under which industry is carried on.

The industrial agreement, in its most serviceable form, tends to establish a recognized medium through which the employer and his workmen may be brought into closer contact. Whenever joint committees consisting of representatives of employers and employees meet to consider working conditions, occasion is provided for discussion of every matter of signifi-

¹ This report, entitled "*Collective Agreements between Employers and Labor Organizations, 1911*," was issued in 1912 as Part III of the Forty-second Annual Report on the Statistics of Labor.

cance and such discussion naturally results in bringing to light a fund of valuable suggestions and tends to promote a better spirit of co-operation. Views of both parties are often considerably modified in the light of facts revealed by comprehensive discussion of existing conditions, and much opportunity for educational influence productive of good results is thereby afforded.

Fundamentally, the actual process by which the general conditions of employment in a particular trade and district are determined by employers and organized labor is a process of bargaining. The employee, having his labor only to sell, seeks to make the best possible bargain with employers for that which he offers; while the employer who must compete with other employers in his particular branch of industry must, necessarily, protect himself against the danger of being underbid by his competitors who may be able to obtain their labor at less cost.

Although the term "collective bargaining" is not commonly used in the United States, it describes quite accurately the practice of adjusting through joint conference the industrial relations between employers and employees as a group, and is therefore used for purposes of discussion in this report as synonymous with the more frequently used terms "joint agreements", "trade agreements", "industrial agreements", and "labor contracts."

The existence of an effective system of collective bargaining in any trade or occupation implies a large measure of organization on the part of both employers and employees. Where organization is very incomplete the value of the agreement is greatly impaired, because the effectiveness of any agreement is determined largely by the ability of each party to enforce its provisions. Not infrequently, however, agreements are little more than concessions by one party to the demands of another party having a stronger organization or otherwise so circumstanced as to be able to bargain more effectively.

Methods of collective bargaining necessarily vary according to the conditions existing in the various trades and localities. The most common method is a purely informal bargaining, in which case representatives of labor organizations meet from time to time with employers to present demands and discuss the general conditions of employment without establishing systematic methods of organization and procedure in these conferences.

More formal collective bargaining renders necessary somewhat systematically conducted conferences between representatives of employers and employees and fairly well recognized procedure in the manner of ne-

negotiating agreements. Some agreements in fact contain a conference clause which provides for meetings of both parties on definitely appointed days of each year, when details which have developed from the workings of the trade agreement are discussed with a view to amicably adjusting any differences which might have arisen and agreeing upon some practical basis for determining future industrial relations.

The value and usefulness of all industrial agreements depend ultimately upon the willingness and ability of both parties to carry out the provisions of their contract. No definite attempt has been made by this Bureau to determine the precise extent of fulfillment of the terms of the various agreements entered into between employers and organized workmen in the State. But there can be no doubt that the moral obligation to observe faithfully the stipulations of an agreement, which has been mutually accepted, is recognized by both parties concerned, although some dissatisfaction with certain features of the contract may occasionally be expressed by both sides. Circumstances which may lead to a repudiation of a joint agreement by either party are usually of a very special character.

In those cases where the literal observance of some particular stipulation contained in an agreement entails extraordinary hardship upon an individual workman affected by the agreement, it is a matter of general practice among labor organizations to use discretionary power to modify the agreement in such manner as these exceptional cases may justify. Such power is sparingly used, however, and the modifications apply to individual cases only.

Not infrequently an agreement provides for its own enforcement, by including among its terms special provisions for the imposition of a fine or some other penalty upon any member of either party violating the terms fixed by the agreement. Provisions of this nature are found more often in agreements made by those unions which have adopted a label or stamp contract with employers. Forfeiture of such a label or stamp is the penalty imposed in case of failure on the part of the employer to observe the requirements of the contract. A somewhat remarkable clause noted in certain agreements is that which provides that the employer who is a party to the contract shall deposit a sum of money or a promissory note as security for the faithful performance of his agreement, and such payment, when made, is generally considered as in lieu of damages and not as a penalty.

The subjects dealt with in industrial agreements are many and varied, but the parties in negotiating such agreements are usually actuated by much the same motives, namely: They seek to establish and maintain

a minimum rate of wages; to secure improved working conditions and equality of treatment for all workers; and to prevent labor disturbances through the peaceful adjustment of any grievances which may arise.

2. SCOPE AND METHOD OF THE REPORT.

This investigation into the subject of collective agreements, through the medium of which the principal terms governing labor are fixed by the joint action of employers and organized workmen in the different industries in the State, was made under the general provisions of the law prescribing the duties of this Bureau. An endeavor has been made to present in this report the principal statistical facts together with an analysis of the principal subjects dealt with in those agreements which were found to be in effect in the State on July 1, 1916.¹ Schedules of inquiry² were sent to 1,405 labor organizations, and returns were received from 1,354 of these organizations. In those instances where the information received through correspondence was incomplete, the necessary additional data have been secured through personal interviews made by our agents with officials of the organizations concerned.

In this report several different forms of trade agreements have been considered and these may be briefly described in this connection. Usually the results of negotiations conducted with a view to regulating conditions of employment in the various trades and industries are set forth in a written form which serves as evidence of the obligations undertaken by both employers and employees. Such documents are ordinarily signed by both parties concerned or by their duly accredited representatives.

In certain instances, however, conditions of labor are not determined by joint conference, but take the form of "working rules" drawn up by a labor organization — almost invariably unions of strong organization — and submitted to the employers of its members. Such rules, if approved, are frequently accepted without the signatures of the employers. Although agreements of this type are formulated by only one party thereto, it is nevertheless true that they are, at least tacitly, accepted by employers who agree to abide by the uniform union scale and rules which the union may adopt for its locality.

On the other hand, it is the custom of many large corporations, such as steam railroad companies, to issue from time to time printed "Rules and Rates of Pay" applicable to employees in the various branches of service, showing the rates of pay, hours of labor, and other conditions of employ-

¹ Where it has been brought to the notice of the Bureau that certain agreements were superseded by later agreements, the information as of the later date has been supplied.

² For specimen of schedule used in the collection of these statistics see p. 234.

ment. These printed rules are, in nearly all cases, jointly signed by representatives of the employees covered by the agreement.

A few unions maintain standard wage scales through the so-called by-law method, in accordance with which any member violating rules regulating wages and hours of labor contained in the by-laws of the organization to which he belongs is subject to such penalty as the union may impose. As these rules are not, strictly speaking, joint agreements between employers and employees (although they may be observed by employers) they have not, except in a few cases, been considered in this report, notwithstanding the fact that a union that is strong enough to use this method in establishing a definite wage scale in a particular trade might be able, if it so desired, to induce the employers to sign an agreement incorporating these same conditions.

Each organization having collective agreements with employers was requested to send to the Bureau a copy of its latest agreement, and in most instances such copies were received and have served as the documentary basis of this study.

Part III contains the text in full or selected portions of the text of 63 agreements which have been selected as illustrations of representative forms of agreements in effect in the various trades and industries of the State.

3. SUMMARY OF PRINCIPAL DATA.

In this section of the report the principal data obtained in connection with the present inquiry are summarized, and comparisons are made with corresponding data obtained in connection with a similar inquiry made in 1911. The comparative data for the two inquiries are presented in the following table:

Number and Membership of Local Trade Unions in Massachusetts Reporting with Reference to Collective Agreements with Employers in 1911 and 1916.

CLASSIFICATION.	NUMBERS		PERCENTAGES	
	1911	1916	1911	1916
Unions Reporting.	¹ 1,226	² 1,354	100.0	100.0
Having written agreements,	530	764	43.2	56.4
Having verbal agreements,	42	67	3.4	5.0
Having no agreements,	654	523	53.4	38.6
Membership of Unions Reporting.	¹ 185,414	² 239,580	100.0	100.0
Having written agreements,	105,478	171,311	56.9	71.5
Having verbal agreements,	7,761	10,399	4.2	4.3
Having no agreements,	72,175	57,870	38.9	24.2

¹ The total membership of 1,282 local trade unions known to be in existence at the close of 1911 was 191,038. Of these 1,282 unions, 56, with an aggregate membership of 5,624, failed to answer the inquiries relative to collective agreements.

² The total membership of 1,405 local trade unions known to be in existence on June 30, 1916 (the date as of which this inquiry was made) was 243,626. Of these 1,405 unions, 51, with an aggregate membership of 4,046, failed to answer the inquiries relative to collective agreements.

Although it will be observed on referring to the above table that by no means all of the labor organizations in Massachusetts have entered into trade agreements with employers, yet there has been considerable progress in this respect during the period, 1911 to 1916.

Number of Unions. Of the 1,354 unions reporting in 1916, 764, or 56.4 per cent, had *written* agreements with employers, whereas in 1911, out of 1,226 unions reporting, only 530, or 43.2 per cent, had such agreements; likewise there was an increase in the number and proportion of unions having *verbal* agreements, from 42 unions, or 3.4 per cent, in 1911, to 67 unions, or 5.0 per cent, in 1916. The number of unions reporting that they had no trade agreements with employers, either written or verbal, in 1916 was 523, or 38.6 per cent, as compared with 654, or 53.4 per cent in 1911.

Membership of Unions. While the facts with reference to the number of unions having trade agreements with employers are important the facts with reference to the membership of these unions are of even greater significance. The membership of the 764 unions reported as having *written* agreements with employers in 1916 was 171,311, or 71.5 per cent of the aggregate membership of all unions reporting, whereas in 1911 the membership of the 530 unions reported as having such agreements with employers was 105,478, or only 56.9 per cent of aggregate membership of all unions then reporting. There was some increase in membership of the unions reported as having verbal agreements with employers in 1916 as compared with the corresponding membership in 1911, but the percentage of the aggregate membership of all unions reporting was practically the same for both inquiries, namely, 4.3 per cent in 1916, and 4.2 per cent in 1911. It was impossible to ascertain the exact number of members in each organization who were working under the conditions prescribed by the agreement which it had adopted, but usually such provisions were applicable to the entire membership. On the other hand, in some unions the proportion of the membership subject to the provisions of the agreement was undoubtedly small. Nevertheless the data with reference to membership given may be taken as approximately near the actual numbers of members affected by the agreements reported.

Proportion of Employers having Agreements. The data obtained in this inquiry have been tabulated so as to show the proportion of employers¹ within the jurisdiction of the respective unions which have entered into agreements with labor organizations. Of the 764 unions reported as having *written* agreements with employers, 418, or 54.7 per cent, had such agreements with all employers within their jurisdiction; 238, or 31.1 per cent, reported that *more than one-half* of the employers had accepted the agreement of their trade, while 108, or 14.2 per cent, had agreements with *one-half or less than one-half* of the number of employers within their jurisdiction.

Unorganized Employers Affected. In compiling statistics of this character it was impossible to ascertain, with any degree of accuracy, the number of unorganized employees who were affected by agreements which had been entered into by organized workmen and their employers. Without question there are many workmen who are not members of any labor organization but who are affected by the negotiations between organized workmen and individual employers or associations representing them. Thus, in the various occupations of steam railroad employees, it is the

¹ For purposes of this inquiry each partnership, firm, company, etc., has been considered as a single employer.

practice of the several railroad systems to publish "Rules and Rates of Pay" which are applicable not only to organized employees but also to those not organized, no discrimination whatever being observed. Nor is the policy of establishing wages and other conditions throughout a particular occupation uncommon; in fact, it is generally true that scales of wages and trade rules which have become effective as a result of negotiations between employers and organized employees become applicable not only to the members of the organization but, equally as well, to those workmen in the trade who are not members.

In any consideration of the statistics of collective agreements it should of course be borne in mind that, while many unions may not have signed agreements with employers, it does not follow that the members of these unions are not working under conditions which have been established mainly through the efforts of the organizations.

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II.

THE SUBJECT MATTER OF COLLECTIVE AGREEMENTS.

1. INTRODUCTORY.

Collective agreements vary both as to their nature and contents, principally because the special terms of the various agreements are naturally determined by the conditions existing in the various trades, but in general it may be said that there is a marked similarity in the phraseology of the more usual provisions incorporated in all agreements. The principal provisions commonly found in collective agreements deal in somewhat elaborate detail with the subject of wages, hours of labor, apprenticeship, arbitration, union shop, union label, and, in certain trades, standards of industrial sanitation. These various subjects will be discussed briefly in the succeeding pages. In Table IV, on pages 212 to 233, the subject matter of the agreements there listed is indicated in the last column of the table.

2. WAGES.

A provision which is extensively made a subject of union bargaining relates to the establishment of a minimum wage for the workers in the various trades. Sooner or later almost every labor organization directs its efforts toward securing and maintaining a minimum wage for its members. A minimum rate is generally understood to mean the lowest rate of wages which a workman, who has completed his training and has been rated as a journeyman in his particular craft, is allowed by his union to receive. Members of unions may receive more than the minimum rate, but for a member to work for less, unless specifically exempted by the union, would be a violation of the union rules.

The general union policy is to establish a specific minimum rate for each group of workmen having well-defined qualifications or skill. It is customary for those unions which have adopted rules regulating an apprenticeship system to fix, by joint agreement, the wages to be paid apprentices during each year of service. Arrangements are also made that "helpers", as distinguished from "apprentices", shall receive increases in wages as their skill increases.

Certain unions provide in their agreements for a commission to be paid to journeymen in addition to the minimum rate. The wage system usually followed by the barbers' unions has, for instance, both a minimum and a differential feature. The rates fixed include a minimum wage and a defi-

nite share of all the money that the journeyman takes in over a certain amount.

In adopting any minimum rate the question of the basic system of payment reduces itself to a choice between time rates and piece rates, and this selection is determined principally by the nature of the product of the industry concerned, and by the attitude of both the employers and the unions toward the two systems of payment. Each industry uses the method best adapted to its needs.

In most of the industries the time method of paying wages is generally adopted. This system provides for a uniform wage, measured by units of working time, without reference to the amount of work performed. The usual basis of time wages is by the hour, day, week, and, occasionally, by the month. In some industries and trades, such as the boot and shoe and textile industries and the garment trades, the payment of compensation is usually on a piece-rate basis, that is, the wages paid are proportional to individual output, but, even in these industries and trades where the piece-rate basis predominates, minimum time rates have been established in certain branches of work. In those branches of steam railway service in which the employees are engaged in the operation of trains (engineers, firemen, conductors, and trainmen) there exists a system of payment which is a combination of a time-rate and a piece-rate system, in accordance with which the employees are paid definite "mileage rates", and are guaranteed payment for a specified minimum number of miles a day.

An interesting feature of wage regulation, but one rarely made a matter of agreement between a labor organization and an employer, relates to the arrangement of definitely regulating wage rates upon the profits of the business concerned. In accordance with such a provision a company may agree that a certain increase in rates shall be contingent upon the amount of dividends paid upon its stock during a specified period of time.¹

3. HOURS OF LABOR.

Where payment for work is on the time-rate basis it is usually customary in agreements to state the number of hours of work to be performed each day, and almost invariably provision is made for the payment of a rate of wages for overtime higher than the ordinary rate paid, the rate usually being expressed in terms of the rate of pay for work done in normal hours, thus, as "regular time", "time and one-quarter", "time and one-half", or "double time". Occasionally the first hour or two of over-

¹ See agreement between the Boston Elevated Railway Company and Street and Electric Railway Employees' Union, p. 197.

time is paid for at the ordinary rate and the higher rate for overtime does not become effective until after a certain number of hours shall have been worked. Work performed on Sundays or holidays is generally paid for as overtime, in some cases as "time and one-quarter" or "time and one-half", but more frequently as "double time", it being the intent in most cases to discourage the employment of workmen on these days. Where piece rates are paid the payment of additional remuneration for work performed after the close of the regular working day is by no means uncommon.

In addition to the payment of extra wages for overtime it is frequently provided in agreements that a higher rate of remuneration shall be paid to people employed by night than is paid to those employed by day.

4. ARBITRATION.

The provisions relative to arbitration which have been embodied in many collective agreements are interesting and important. In most cases where arbitration is a subject of an agreement the provisions are so comprehensive as to cover nearly all possible controversies which might arise between the parties to the agreement.

The results of this inquiry show that 314 local labor organizations in Massachusetts, with a total membership of 101,311, have, by agreement with employers, adopted the principle of arbitration, and that 121 of these organizations, with a total membership of 45,909, have agreed to refer controversies, which cannot be directly settled by the parties concerned, to the State Board of Conciliation and Arbitration, either as a tribunal of original appeal, or of final appeal in the event of the failure of a local board to effect a prompt settlement of any controversy referred to it. Because of the extent to which the State Board has been designated in these agreements as an arbitral agency, the functions and work of the Board are briefly described in this connection.

The Massachusetts law¹ defining the duties and powers of the State Board of Conciliation and Arbitration requires the Board, when a strike or lockout involving an employer of not less than 25 persons in the same general line of business is threatened or has actually occurred, to offer its services as mediator. In case of failure to effect a settlement or to induce the parties to submit the matter in dispute to arbitration, the Board "shall investigate the cause of such controversy and ascertain which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same, and shall, unless a settlement of the controversy is reached, make

¹ Acts of 1909, Chapter 514, Sections 11 to 16, as amended by Acts of 1914, Chapter 651.

and publish a report finding such cause and assigning such responsibility or blame." Provision is also made for the appointment (when so desired by the parties concerned) of a "local board of conciliation and arbitration which may be composed either of three members mutually agreed upon, or a member designated by the employer, a member chosen by the employees, or their duly authorized representative, and a third, who shall be chairman, chosen by those two. Such board shall have exclusive jurisdiction of the controversy submitted to it, but it may ask the advice and assistance of the State Board."

Numerous petitions for the services of the State Board are received during the course of a single year, and usually the awards of the State Board and of the local boards to which controversies may have been referred for settlement are accepted virtually as agreements by the parties concerned. In many cases, prior to reference to a matter in dispute, the parties agree to accept the findings of the State or local boards as final.

The following statement, appearing as a part of the introduction to the report of the State Board for the year 1916, summarizes its work during the year:

The 118 arbitration awards which appear in this report are the Board's response to 134 joint applications, owing to some instances of grouping several cases into a single investigation. Fourteen of the awards were adopted by the Lynn adjustment board and by the parties in interest as the decision of their local board. Forty other joint applications for arbitration which were received at the State House resulted in mutual settlements, pursuant to the Board's advice. Besides the 174 controversies thus disposed of, 7 of which remained from 1915, there are 33 submissions now under consideration. Thirty certificates, determining that the business enterprises represented by 32 petitions were all conducted in a normal and usual manner and to the normal and usual extent, were issued.¹ The 207 arbitration requests, increased by 32 normality petitions, make a total of 239 formal demands for the Board's service during the past year. Moreover, the Board mediated of its own motion in 97 controversies, the parties to which appeared to think that a willingness to negotiate might be deemed a confession of weakness. Seven such cases were investigated with publicity. These 97, with the 239 cases of voluntary resort, make an aggregate of 336 definite labor troubles with which the Board was concerned. Some hundreds of minor difficulties, threats, rumors and reports were also the object of the Board's inquiries, often beyond office hours and far into the night. Holidays and Sundays are frequently given up to the restoration or maintenance of industrial peace.

¹ Chapter 545, Acts of 1912, amending Chapter 445, Acts of 1910, relative to advertising for employees, provides that upon application of the employer, the State Board shall determine whether or not "the business of the employer, in respect to which the strike or lockout occurred, is being carried on in the normal and usual manner and to the normal and usual extent," in other words, whether there has actually ceased to be a strike or lockout.

5. APPRENTICESHIP.

The term "apprenticeship" is generally supposed to represent the time necessary for a person of average ability, under fair conditions, to obtain sufficient instruction in a trade to insure his becoming a thoroughly competent workman entitled to command a journeyman's wages. Strongly organized unions in trades requiring skilled work are usually very insistent that apprenticeship be carefully regulated. The matter is decidedly one of practical importance. As justification of the existence of the system its advocates claim that it insures an adequate supply of well-trained mechanics in a trade and raises the standard of workmanship in the direction of competence and skill in the interests alike of employer and employee, but the opponents of such a system take exception to this claim.

Many labor organizations in seeking to maintain a certain standard of workmanship in their craft have therefore adopted more or less thoroughly worked-out apprenticeship rules and have incorporated in their contracts with employers provisions stating the conditions under which apprentices may be employed. In nearly all cases apprentice agreements stipulate the uniform ratio of apprentices to journeymen which shall be permitted in an establishment; frequently, but not always, fix the maximum and minimum age limits between which an apprentice may begin service; specify the number of years before apprentices may be considered as journeymen; and provide for the scale of wages which shall be paid during the term of apprenticeship. In addition to these more usual features of apprentice agreements, an important provision is found in certain agreements which provides for examinations, at stated intervals, of each apprentice in order to ascertain whether or not he is meeting the necessary requirements established for his craft.

6. UNION SHOP.

From the standpoint of trade unionists the establishment of "union shops" or "closed shops" in a trade or locality is a fundamental policy because the success of an organization in securing trade union conditions is determined primarily by its ability to organize the workmen in the particular craft or trade represented by its members.

An analysis of the agreements containing union shop provisions shows that nearly all of these agreements provide that the shops shall be completely unionized, that is, that the employer shall employ only members in good financial standing in the union, or men who are qualified by train-

ing to join the union and who agree to do so within a stated period of time. The union in return assumes the responsibility of controlling and disciplining its members who are employed in the union shops. Some of these agreements further provide that if the union is unable to furnish competent men the employer may, in case of an emergency, employ non-union workmen until the union can furnish men, provided, however, that such workmen shall first obtain from the union a permit to work for the employer in question.

The inclusion in an agreement of a clause providing for a completely closed shop implies a very strong organization of employees in that locality, and the agreement, while actually signed by the employer, is frequently signed by him with some constraint, and in such cases might not, therefore, be considered as a voluntary agreement; nevertheless, such agreements have been included within the scope of this report.

A "preferential union shop" is one in which the employer agrees to observe union standards as to working conditions, rates of wages, and hours of labor, and, when engaging employees, to give preference of employment to organized workmen.

It is the declared policy of certain labor organizations to unionize the, so-called, "open shop" rather by inducing workers in their craft to enter their union than by bringing pressure to bear upon the employer to discharge non-union men, or to force them to join the union. It is thus the duty of the union alone to see that the men of their craft join the union.

7. TRADE UNION LABELS AND INSIGNIA.

Agreements between employers and employees frequently provide that, in return for the observance of trade union conditions by the employers, the union shall grant them the privilege of using on their product a union label or stamp indicating that the goods manufactured by them were produced under union conditions.

The labels of the typographical unions and of other unions in the printing trades are familiar examples of the various labels in use. The stamps by which the label is imprinted are issued in convenient sizes and at a nominal price by the various local unions or printing trades councils, to local employers who have signed a label contract providing for the observance of union conditions in their offices.

Similarly a union stamp is furnished, free of charge, by the local unions in the boot and shoe industry to manufacturers who have agreed to observe the provisions of the "union stamp contract." The stamp is the property of the union and may be withdrawn should the employer violate

any of the provisions of the agreement. In order that strikes may be avoided in the trade, the Boot and Shoe Workers' Unions have included in their contract a provision pledging the union not to sanction any strike of its members and the employer not to lock out his employees while the agreement is in force. The contracts with employees in Massachusetts further provide that "all questions of wages or conditions of labor which cannot be mutually agreed upon, shall be submitted to the Massachusetts State Board of Conciliation and Arbitration."

The garment workers' unions have two labels, one to be stitched on ready made clothing, the other on special order clothing, which are furnished in quantity by the local unions to employers who agree to pay a specified scale of wages and to observe certain union conditions in their establishments. Likewise the cigarmakers' unions provide labels to be affixed by employers to union made products.

The bakers' unions also issue labels, which usually are sold at a minimum price to employers who have signed an agreement providing for the exclusive employment of members of their organizations, and for the observance of certain union rules in their establishments. Each loaf of bread must bear a union label on leaving the shop. On payment of a prescribed fee the employer may add an advertisement calling attention to the fact that the product bears the label and, if he so desires, to other facts with reference to the product.

The value of the union label or stamp, both to employers and employees, depends in great measure upon the number of purchasers who can be induced to purchase goods bearing the union label in preference to non-union made products. To this end the unions appoint committees who shall advertise the union made goods and seek to create a large demand therefor and who shall also endeavor to induce dealers to carry such goods in preference to, or in addition to, other goods. Several unions in advertising union made goods claim that the presence of the label or stamp is not only a guarantee that the product is union made, but also that it is superior to non-union products. Thus the cigarmakers' unions claim that the cigars bearing their label were made in cleanly surroundings by skilled workmen; the garment workers' unions lay emphasis upon the statement that garments bearing their labels were manufactured under sanitary conditions; and the bakers' unions make a similar claim with reference to the products bearing their labels. The presence of the union stamp or label, as for example the label on union made garments, is also an indication that the goods were not manufactured by contract labor.

The labels and stamps issued by the local unions are usually designed

and manufactured by the national organizations with which the local unions are affiliated. The local unions, in most instances, act merely as distributing and reporting agencies under the general direction of the national officers, thus insuring uniformity in method of procedure and in standardizing the conditions under which union made goods shall be produced.

Shop cards issued to employers by unions of barbers, bartenders, hotel employees, meat cutters and butcher workmen, retail clerks, and others, to be displayed in establishments in which they work, indicate to the public that the employers have agreed to observe certain union conditions of employment desired by the members of these respective organizations. In some measure the display of these shop cards leads to increased patronage at these establishments. Agreements between employers and organized employees prescribe the conditions under which the shop cards may be displayed.

It is the practice of some unions to issue to members a certificate, card, or button, indicating that the bearer is a member in good and regular standing of the union named thereon. In certain agreements with employers it is provided that the employees may be asked to show to an authorized representative of the union such certificate, card, or button as evidence that they are members in good standing of the union of their craft. The union button worn by bartenders, teamsters, street railway employees, and other organized workmen is also an indication to the public that such employees are members of their respective unions, and in some cases the wearing of such buttons may increase the patronage of the establishment or concern employing union workmen. These evidences of membership are usually not mentioned in the agreements with employers, except in those instances where the granting, to employees, of the privilege of wearing them while on duty may be expressed or implied in such agreements.

8. SANITARY CONDITIONS.

The disposition to prescribe by mutual agreement proper sanitary conditions in shops has increased remarkably in certain industries during recent years. Thus one of the conditions upon which the use of the bakers' union label is granted to proprietors of bakeries is that shops shall be kept in such sanitary condition as may meet the requirements of the local board of health. Likewise certain agreements in the printing trades provide that all composing rooms shall be kept clean and shall be so ventilated as to render harmless, so far as possible, all injurious impurities generated in the course of the work there carried on. Clauses relative to

the maintenance of proper sanitary conditions and the observance of all laws governing fire protection are considered essential parts of the trade agreement now negotiated with employers by fur workers.

Certain other provisions in agreements in the nature of sanitary regulations may be mentioned. Thus the local agreements made by the granite cutters contain regulations, formulated in more or less detail, with a view to establishing healthful conditions in the trade. These agreements invariably provide that all reasonable precaution shall be taken to eliminate stone dust where cutters are working, also that suitable sheds, properly ventilated, shall be provided as shelter from sun and rain, and that some device shall be installed for the purpose of heating pneumatic tools during the winter months. Furthermore, because of the extremely harmful results attending the operation of hand-surfacing machines, otherwise known as "bumpers," the granite cutters' unions have within recent years declared for the abolition of this machine as a tool of the trade.

The establishment of proper sanitary conditions in the garment trades through mutual efforts of employers, employees, and the public has been so successfully accomplished in New York city that the following matter may well be quoted in this connection from a report entitled "Six Years' Work and Progress of the Joint Board of Sanitary Control in the Cloak, Suit and Skirt and the Dress and Waist Industries", October 31, 1910, to October 31, 1916.

The functions and the work of the Joint Board of Sanitary Control, as developed during the past six years, consist in the following:

- (1) Fire protection in buildings and shops.
- (2) Accident prevention and care for safety of workers.
- (3) Abatement of sanitary nuisances and improvements of shop sanitation.
- (4) Educational activities among manufacturers, workers and the general public.
- (5) Disease prevention and health service.

The basic principle of the establishment and work of the Joint Board of Sanitary Control is the idea of *industrial self-control* by the participation and co-operation of the organized employers, the organized workers, and the public.

The purpose of industrial self-control is the supervision of the industry and its establishments by the industry itself.

There are three essential elements necessary for industrial self-control: (1) industrial introspection; (2) industrial legislation; and (3) industrial enforcement.

During its six years of existence, the Board has not only investigated and legislated for the industry itself, but has taken active part in every state legislative and social movement for the improvement of industrial conditions. It very actively participated in the investigations of the New York State Factory Commission and in the subsequent passing of the various labor laws advocated and passed by that Com-

mission. The Board has also very actively co-operated with the Labor Department and Industrial Commission of the State and with the Health and Fire Departments of the City. The work of the Board has been an incentive and a direct cause of the establishment of the Industrial Hygiene Division by the New York City Health Department.

. . . The main purpose of the establishment of the Joint Board of Sanitary Control was, of course, the enforcement of legal sanitary and safety standards, as well as of the new standards established by the industry itself. There had to be, however, a radical departure in the methods of enforcement.

The Joint Board of Sanitary Control could not apply the methods of *punitive* enforcement. It had to depend, not upon threats, fines or penalties, but upon counsel, persuasion and education. The employers were not bulldozed into doing work by threat of punishment, but were rather advised and induced to comply with the *requests* of the Board by moral suasion and reasonable inducements.

In the work of enforcement of its standards the Joint Board of Sanitary Control was greatly assisted by the Manufacturers' Associations as well as by the Unions.

9. METHOD OF RENEWAL.

An important provision, found in all joint agreements, deals with the question of the duration of the agreement and in most cases the means by which the period of its operation may be extended.

Agreements are customarily made for a definite period of time, varying, according to the circumstances governing the different industries, from one to five years. Employers in certain industries often prefer to have the rates of pay and other conditions of labor prescribed for more than a single year, in order that they may be assured of a definite basis of labor costs when making calculations for purposes of entering bids for long term contracts.

Many agreements provide that should either party desire to alter, amend or annul an existing agreement it shall give to the other party due notice before the date of expiration, and that should no notification be given, the agreement shall continue automatically in force for another year, and so on from year to year until such notice may be given.

In addition to the contracts, which by their terms fix the period of their duration, there are others which continue in effect indefinitely, or until one of the contracting parties gives notice that it desires to terminate its agreement.

10. OTHER SUBJECTS.

In addition to the subjects discussed in the foregoing sections, and which deal with the conditions of employment most commonly considered in collective agreements, there appear numerous provisions of a more or

less technical character, and so formulated as to properly apply to the peculiar conditions existing in the respective industries.

Thus in those industries where two or more unions may claim jurisdiction over the same branch of work, the agreement between an organization and employers may carefully define the classes of work upon which the members shall be employed, thereby avoiding the possibility of an employer being affected by a jurisdictional dispute between two labor organizations.

Agreements in the building trades sometimes provide that an employer shall properly protect all persons employed by him by carrying adequate insurance under the Massachusetts workingmen's compensation law, and occasionally the agreements further provide that such employer shall agree to satisfy an authorized agent of the union that he has done so.

In certain agreements provision is made for a fair distribution of work among the employees in slack times, as in the garment trades, where, owing to seasonal fluctuations, a large number of workers would otherwise be wholly unemployed for long periods of time were it not so arranged that the available supply of work should be fairly distributed.

Because of the fact that the very nature of the newspaper publishing business makes interruptions in work most undesirable, the parties to the contracts in this branch of work have sought to provide, as effectually as possible, the means of insuring amicable adjustment of the controversies which may arise in connection with the many details of the business. The agreement between the Boston daily newspapers and the Typographical Union, therefore, contains a clause providing for a settlement of any dispute arising from the contested discharge from a company's employ of a union member. This is accomplished through the medium of a conference committee composed of three representatives chosen by each side, a seventh member to be selected in case the conferees cannot reach an agreement. It is of special interest to note that this clause provides that should the conference committee fail to agree on an odd man he shall be selected by the Chief Justice of the Supreme Court of Massachusetts.¹ In this same agreement there is a clause providing that, in the event of a dispute arising as to the interpretation of any section of the wage scale, the points in dispute shall be referred for settlement to a joint committee of publishers and representatives of the union, to the end that each section of the scale may be interpreted alike in all offices.

Even minute details are considered in some agreements, such as the

¹ For the full text of this section see p. 67.

payment by the employer of the workmen's carfare in going to and from jobs beyond a certain distance, and the furnishing by the employer, for the use of his employees, uniforms, coats, aprons or any other articles necessary in the course of their employment. In fact a properly devised agreement should cover all contingencies that ordinarily arise in the relationships between the contracting parties.

III.

EXAMPLES OF COLLECTIVE AGREEMENTS IN CERTAIN
OCCUPATIONS.**BAKERS.**

Agreement between the Master Bakers and the Bakery and Confectionery Workers' Union, Local No. 32, of Springfield, Mass., and Vicinity, May 1, 1915 to May 1, 1917.

Made and entered this.....day of....., in the year one thousand nine hundred and....., by and between.....of.....in the County of Hampden, and the Commonwealth of Massachusetts, party of the first part, and the Bakery and Confectionery Workers' Union, Local No. 32, of Springfield, in the County of Hampden and the Commonwealth of Massachusetts, party of the second part. It is hereby agreed,

SECTION 1. That the party of the first part will at all times, in the conduct of his or her business, employ only members of the Bakery and Confectionery Workers' International Union; this not to apply to a case where a baker, who is not a member of the Bakery and Confectionery Workers' International Union is employed, providing said baker agrees to become a member within two weeks.

SECTION 2. That six days shall constitute a week's work. That nine and one-half hours or less shall constitute a day's work, one-half hour for lunch to be included in said nine and one-half hours. For overtime a foreman shall be paid 45 cents per hour; all other journeymen 35 cents per hour. Apprentices 20 cents per hour. Work on holidays shall be paid for at overtime scale. Work on the seventh day, double time.

SECTION 3. The recognized holidays in the year shall be the legal holidays on which no baker shall be allowed to work. They are as follows: Decoration Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day, Washington's Birthday and Patriots' Day. There shall be no loss of time for holidays. If a holiday falls on a Saturday, all bakers shall be allowed to work if necessary, providing such work shall be called overtime at the rate mentioned in Section 2.

SECTION 4. All foremen shall receive not less than \$20.00 per week, second hands not less than \$17.00 per week, and all other journeymen not less than \$15.00 per week. On and after May 1, 1916, the wages shall be as follows: Foreman \$21.00, second hand \$18.00, bench hands \$16.00.

SECTION 5. Any baker whose wages exceed this schedule price shall not be reduced to conform with the same, and shall receive the same wages as previous to signing this contract.

SECTION 6. Helpers or apprentices will be allowed as follows: Where one journeyman is working alone one helper or apprentice will be allowed on said shift; to a foreman and a second hand, one apprentice or one helper; to a foreman, a second hand and one or more third hands, one apprentice and one helper; to a foreman and third hand, no helper or apprentice.

SECTION 7. All apprentices must join this union after having worked one year at the baking trade, and must be paid not less than \$10.00 per week for the first year as a union member and \$12.00 per week in the second year of being a union member.

SECTION 8. No apprentice can be discharged from any shop without consent of foreman, unless he has been found dishonest.

SECTION 9. If journeymen bakers are employed as jobbers, they shall receive not less than \$4.50 per day for foremen's work, and for all other bench work \$3.00 per day. Nine hours to constitute a day's work, and overtime to be paid according to Section 2.

Bakers.

SECTION 10. All union help must be procured through the representative of Local 32, and only at such times when no union help can be had can non-union help be engaged by first getting consent of this union, in accordance with Section 1.

SECTION 11. Union labels can be secured through Local 32 only, price 10 cents per thousand. Bread wrappers can also be secured through this Local, bearing the union label. Samples, prices, etc., can be had upon application to business agent.

SECTION 12. Local No. 32 reserves the right to refuse signing any contract with any firm where one or more partners are working as journeymen, until such time as an investigating committee of Local 32 shall find and report favorably upon said partnership.

SECTION 13. Party of the first part agrees that he or she shall at all times keep their bakery in a proper sanitary condition to meet the requirements of the local board of health.

SECTION 14. Party of the first part agrees that if he or she shall at any time break any part of this agreement, they will forfeit all labels and wrappers in their possession to Local No. 32.

SECTION 15. That no man shall be called out of any shop until a committee of Local No. 32 and the employers hold a conference; in case of failure to come to terms, said disagreement shall be arbitrated by two members of the executive board of Local No. 32, two master bakers, and one disinterested person to be agreed upon by the four. In failure of said men appointed as aforesaid coming to an agreement, said disagreement shall be referred to the State Board of Arbitration, whose decision shall be binding to both parties.

SECTION 16. No baker shall be compelled to board with his employer.

SECTION 17. If any change shall be desired by either party, the proposed change shall be submitted in writing at least 30 days before the expiration of this agreement.

SECTION 18. Both parties of this agreement agree that this contract shall be in force for two years, until and including May 1, 1917.

SECTION 19. That the business agent or Secretary of Local 32 or committee appointed by same shall have access to all shops signing this agreement by first applying to office or owner of shop.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal, the day and year first above mentioned.

Name and address of employer.....
.....
Witness.....
..... For Local No. 32.
..... Recording Secretary.

BARBERS.

Agreement between Local 182, Journeymen Barbers International Union of America, of Boston, and Employers. — In effect May 7, 1917.

WORK DAYS AND WAGE SCALE OF LOCAL 182.

ARTICLE 1.

SECTION 1. Journeymen's hours shall be from 8 A.M. to 8 P.M., excepting Saturdays, when the hours shall be from 8 A.M. to 10 P.M.

SECTION 2. Journeymen must take 1½ hours for meals between 8 A.M. and 8 P.M., and Saturdays between 8 A.M. and 10 P.M.

SECTION 3. Union shops shall open at 8 A.M. and close at 8 P.M., Saturdays open at 8 A.M. and close at 10 P.M.

SECTION 4. Union shops shall close all legal and local holidays except when they fall

Barbers.

on a Monday or Saturday then they shall open at 8 A.M., and close at 12 noon. Nights before a holiday they shall remain open until 10 P.M.

SECTION 5. Labor Day hours shall be from 7 A.M. to 9 A.M.

SECTION 6. Journeymen shall have one half day off each week to begin at 12 o'clock noon or whole day in two weeks, except when day off comes in holiday week. In such case he shall take day off the following week.

SECTION 7. Regular apprentice hours shall be from 8 A.M. to 8 P.M., and Saturdays from 8 A.M. to 10 P.M., and shall take $1\frac{3}{4}$ hours for meals between said hours.

ARTICLE 2.

SECTION 1. The minimum wage shall be \$16.00 one half over \$21.00 per week; \$17.00 one half over \$22.00; \$18.00 one half over \$23.00; \$19.00 one half over \$24.00; \$20.00 one half over \$25.00.

SECTION 2. Five days' work shall be \$14.00 and one half over \$17.00.

SECTION 3. Evenings and Saturdays 5 P.M. to 8 P.M., and 8 A.M. to 10 P.M., Saturdays \$10.00 one half over \$13.00.

SECTION 4. Saturdays all day from 8 A.M. to 10 P.M., \$5.00 one half over \$6.00.

SECTION 5. Week day salary shall be \$3.00 excepting Saturday or day before a holiday. Then salary shall be \$5.00 one half over \$6.00.

SECTION 6. The minimum wage in a no-tip shop shall be \$18.00 one half over \$24.00; \$19.00 one half over \$26.00; \$20.00 one half over \$28.00. Journeymen shall be paid for all holidays.

ARTICLE 3.

SECTION 1. When a co-partner or corporation shop shall exist legal documents must be shown to Local Officers.

SECTION 2. No journeymen shall do any porter work at any time, except to take care of chair and bench.

SECTION 3. Employers agree to pay \$2.00 per week on their non-union men until initiated or re-admitted into the Union.

SECTION 4. Employers must see that their journeymen and apprentices wear the Union Button.

SECTION 5. Apprentices must be registered with the Secretary and wear a button; a charge of \$1.00 is made for same.

SECTION 6. This agreement must be displayed on the wall of each shop displaying a Union Shop Card.

SECTION 7. Short hours shops are exempt from Article 1, Sections 1 and 3.

SECTION 8. This general agreement shall be subject to change of Employer and Local 182 upon the expiration of two years from date.

This Agreement to go into effect May 7, 1917.

IN WITNESS WHEREOF, I have affixed my signature to the agreements required thisday of.....1917.

(LOCAL SEAL.)

.....
Signature of person making agreement.

Attest:

.....
Corresponding-Financial Secretary of Local.

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AGREEMENT GOVERNING DISPLAY OF UNION SHOP CARDS.

.....19....
(City and Date)

To whom it may concern:

I.....do hereby agree that in consideration of being allowed to display Union Shop Card No.....of the Journeymen Barbers' (Give No.) International Union of America, in my Barber Shop, No..... (Give Street and No.)

Street, that I will comply with all the conditions imposed in the "Rules Governing Shop Cards" which are printed on the back of said Union Shop Card.

I also agree, that the Union Shop Card is now, and shall remain the property of the Journeymen Barbers' International Union of America and that it is loaned to me only during such time as the conditions imposed are fulfilled by me, and further, said Union Shop Card not being my property, I have no right to sell the same nor transfer it to any person, nor place, except as duly authorized in the "Rules Governing Shop Cards."

I also further agree, on demand, to peaceably allow without interference on my part or others, any duly appointed representative of the International or Local Union to remove said Union Shop Card from any point of display, and such removal shall not be held by me to be an act of violence.

IN WITNESS WHEREOF, I have affixed my signature to the three agreements required, this.....day of.....19.....

[LOCAL SEAL.]

.....
(Signature of Person Making Agreement)

Attest:

.....
(Corresponding-Financial Secretary of Local)

N.B. — Corresponding-Financial Secretaries must see that this agreement is filled out in full before delivering any Shop Card. Failure to comply will be considered a violation of the Constitution of the Journeymen Barbers' International Union of America.

RULES GOVERNING SHOP CARDS.

(Note — These rules are printed on the back of each shop card.)

The article known to this organization as the Union Shop Card, and generally referred to as Shop Card, is, and always shall remain, the property of the International Union, and the Shop Card adopted at the thirteenth convention of the International Union, shall, on and after January 1, 1915, be the only Shop Card recognized as legal by the International Union. The same shall be distributed to the local unions for use in their several jurisdictions in accordance with the price list of the International Union.

The Corresponding-Financial Secretary of each local union shall be the custodian of the Shop Card, and shall issue none except in conformity with the laws governing the same, and by order of the local union or local Executive Board.

Any shop, recognized as a union shop by the laws and principles of our union, shall be entitled to display said Shop Card, providing the proprietor or person duly authorized to conduct said shop shall have signed the agreements required by these laws.

No Shop Card shall be issued to or displayed in any shop where females are engaged as barbers or where more than one apprentice is employed.

No Shop Card shall be displayed in a shop where non-union men are employed, and

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any male, eligible to membership in our organization, who is not in good standing therein, shall be considered as a non-union man.

Any proprietor or employer who is a suspended member of any local union of the Journeymen Barbers' International Union of America must seek and secure readmission and then procure a retiring card before he shall be entitled to display the Union Shop Card of our organization.

If any local union shall establish laws governing the hours of labor, wages, etc., in its respective locality, and the proprietor or proprietors of a shop or a person or persons duly authorized to conduct said shop, shall violate such laws, or any laws in the constitution of the Journeymen Barbers' International Union of America, the local union, or the local executive board, through a duly appointed representative, is hereby empowered to remove the card from said shop, and it shall not be returned until such time as assurance has been given that the laws will be complied with in the future.

In case a proprietor sells his shop, or for any cause ceases to conduct the same, or have it conducted for him, he shall deliver the Shop Card to the Corresponding-Financial Secretary of the local union which issued it, and he shall be given a receipt therefor, which shall absolve him from any further responsibility for the same. When a Shop Card is so returned, or is removed for any cause, the Corresponding-Financial Secretary shall immediately notify the General Secretary-Treasurer, and for failure to give said notice the Corresponding-Financial Secretary shall be fined \$2.00 for each offense.

Any member who may become proprietor of a shop shall not receive a Shop Card until he has paid all dues and other indebtedness owing to the union, and shall have signed the agreements herein provided for.

Three blank contracts, or agreements, shall be furnished by the General Secretary-Treasurer, free of charge, for each Shop Card issued by him, and no card shall be issued by any local union or local Executive Board, until it has been signed by the person or persons conducting the shop, who wish to display the same. One copy of the contract, or agreement, shall be given to the person or persons signing the same; the second shall be kept on file by the local union, the third shall be sent to the General Secretary-Treasurer. Any union failing to enforce this or any other section pertaining to the Shop Card shall be deemed guilty of a violation of our laws and shall be fined in accordance with the section or sections of the constitution providing for the same.

The contract or agreement called for by these laws shall be so construed that the person or persons displaying the Shop Card shall specifically agree:

(a) To abide by the laws of the Journeymen Barbers' International Union of America governing Shop Cards and such laws as may be made in the future for the proper government of the same.

(b) To abide by the laws of the local union, now and in the future, with reference to prices, hours, wages, etc., etc.

(c) To peaceably give up said Shop Card on demand of the local union or local Executive Board, through its duly appointed representative, for the violation of any local or international laws.

(d) To peaceably give up said Shop Card to the General Secretary-Treasurer or a duly appointed representative, in case of the suspension or disbandment of the local union which issued it, or for any other cause, when called upon to do so.

BARTENDERS.

Agreement between Suffolk County Lodge, Massachusetts Liquor League, Liquor Dealers of Boston and Local Union No. 77, Hotel and Restaurant Employees and Bartenders' International League of America, of Boston, January 4, 1915 to January 1, 1919.

It is hereby mutually agreed and entered into this 16th day of October, 1914, by and between Suffolk County Lodge, Massachusetts Liquor League and Mr. licensed liquor dealer of Boston, Mass., parties of the first part and Local 77 of the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, party of the second part.

FIRST: The party of the second part agrees to furnish good, competent and honest craftsmen and hereby agrees to not only hold them responsible to the Officers of Suffolk County Lodge, Massachusetts Liquor League, for their actions, but where sufficient evidence is produced (by a committee of five members of the Grievance Committee of Suffolk County Lodge and laid before a similar Committee from the Bartenders' Local No. 77) that said accused party or parties shall not only be suspended from the above Local No. 77, but from every local Bartenders' Union throughout the United States and Canada, upon a secret majority vote of Joint Grievance Committee. All complaints from either organization to be heard before the mutual Joint Grievance Committee of both organizations.

SECOND: That all men employed as regular Bartenders shall be members in good financial standing in Local No. 77 of Boston, Mass., and wear the button of the Bartenders' International League.

THIRD: Experienced bartenders in good financial standing in Local No. 77 shall receive a minimum salary of twenty-one (\$21.00) dollars per week.

FOURTH: The party of the first part does further agree to pay for the services of Bartenders hired as extra help during the first five days of the week, at the rate of the regular scale; for Saturday, four (\$4.00) dollars per day of ten hours; and forty (40) cents per hour overtime. For Sundays and Holidays, five (\$5.00) dollars per day of ten hours and fifty (50) cents per hour for overtime.

FIFTH: This agreement shall not be retroactive and shall not interfere with any present arrangements in any establishment with valued and experienced Bartenders, now or in the future, who may be receiving higher compensation or better conditions than this agreement calls for.

SIXTH: The parties of the first part hereby agree that said members of Local No. 77 shall not be required to work over sixty (60) hours per week. The employer to have the right to regulate the working hours of his employees in accordance with the business conditions in his respective locality.

SEVENTH: It is further agreed that no Bartender shall be required to do any work on Sundays or legal Holidays. (Hotels excepted.)

EIGHTH: No Bartender shall be allowed to walk out of any place where he is employed before his specified time has expired without the consent of the man in charge. Any violation when proven before Grievance Committee will render violator liable to fine or suspension by Local 77.

NINTH: It is hereby mutually agreed that parties of the first part, comprising hotels, restaurants or cafés furnishing regular meals to Bartenders shall be exempt from the provisions of this wage scale agreement, to the extent of a three (\$3.00) dollar weekly allowance for meals, to said bartenders.

TENTH: The parties of the first part further agree that all persons doing work in and around their places of business shall have the Union Card of their respective crafts. Local No. 77 agrees, therefore, to use all of its fair influence with organized labor and its friends to patronize only such places that are a party to this agreement and display the Union

Bartenders.

Bar Label and the Massachusetts Liquor League certificate in their window or upon the wall of the respective places and to do all in its power to further the interests of the parties of the first part.

ELEVENTH: It is mutually agreed that the parties of the first part shall have the right to reject any applicant for a position as Bartender who is unable to furnish upon request a recommendation from a previous employer.

TWELFTH: The parties of the first part shall have the right to propose the name of any apprentice employed upon their premises who has worked continuously for one year or more in one establishment, for admission into Local No. 77, provided said application has been signed by said employer and certified to by a Grievance Committee of three members of Suffolk County Lodge Officers, and said party of the second part agrees to elect to membership in Local No. 77 such eligible apprentices who have qualified in length of service and have fulfilled the necessary qualifications for membership in accordance with the rules and regulations of Local No. 77 which provides for one additional year's probationary term from the date of his acceptance as a regular experienced qualified Bartender and entitled to full privileges. In the event, however, that should said apprentice be discharged during his probationary term for any cause except decrease of trade, said apprentice will forfeit his membership in Local 77.

THIRTEENTH: This agreement repeals all previous standing agreements with the liquor dealers of Boston.

FOURTEENTH: This agreement to be signed now, to take effect the first Monday in January, 1915, and to continue for a term of four (4) years, with the privilege of renewal unless notice has been given fifteen days before the first of January, 1919, by either party.

WITNESS TO SIGNATURES

For Suffolk County Lodge, Mass. Liquor League,
Signed this day of , 1914.

.....
State Secretary Massachusetts Liquor League

.....
President

.....
Secretary

For Bartenders' Union Local No. 77

.....
Financial Secretary Bartenders Local No. 77

.....
President

.....
Secretary

....., Licensee
....., Address

Note. — There is an employment agency connected with Local No. 77, 185 Court Street, Boston, and upon application to the Secretary a list of names of qualified Bartenders can be obtained.

BOOKBINDERS.

Agreement between Bindery Women's Union No. 213 of Norwood and employers, June 24, 1915 to November 21, 1916. Price List in effect October 1, 1913 to October 1, 1917.

Trade agreement between the.....Press and the Boston Allied Printing Trades Council, entered into on June 24, 1915 and expires November 21, 1916, and separate and distinct agreement with Typographical Union No. 13 without terminating date hereto attached.

Bookbinders.**ARTICLE I.**

The.....Press agrees to observe the working conditions and pay the wages set forth in the attached scale of prices and contracts of Bookbinders' Union No. 176, Printing Pressmen's Union No. 35, Franklin Association of Feeders No. 18, Electrotypers' Union No. 11 and Bindery Women's Union No. 213.

ARTICLE II.

As to the employment of journeymen, the.....Press will give preference to the members of the several unions whose scales are attached hereto, by notifying the union officials when any additional journeymen are needed. If the several unions cannot furnish satisfactory help, the.....Press will employ such help as they may need.

ARTICLE III.

The.....Press agrees that there will be no objection on their part to present employees being solicited to become members of above-named unions.

ARTICLE IV.

The.....Press agrees that employment by them shall not, with their approval, be considered encouragement for members of above-named unions to neglect or refuse to meet their obligations to said unions. The.....Press also agrees to co-operate with the above-named unions in enforcing this article.

ARTICLE V.

If at this time conditions in the mechanical departments of the manufacturing establishment of the.....Press do not conform with the conditions set forth in the attached scales, then it is agreed that conformity shall be brought about at as early a date as is practicable, to the end that the spirit in which this agreement is made may apply to the contracting union, the.....Press and their present employees.

ARTICLE VI.

This agreement to continue from June 24, 1915 to November 21, 1916 provided, that if at any time during the term of this agreement any of the contracting unions establish new scales of prices and contracts with a substantial number of their employers, then the.....Press agrees to substitute for the attached scales and contracts the later documents, and to make these later scales and contracts effective.

ARTICLE VII.

Should any dispute arise as to the meaning, intent, or application of any clause or clauses of this agreement, or any provision of the attached or as to any working conditions which cannot be adjusted by conciliatory methods, then such dispute shall be referred to a board of arbitration, one member of the board to be selected by the union interested, one by the.....Press, these two to select the third member; the decision of the board as thus constituted to be final and binding on both contracting parties. A decision on any case must be rendered by the board of arbitration within sixty (60) days after notification of difference has been given, by either party to this agreement.

Bookbinders.

ARTICLE VIII.

The.....Press now deals with the Union Organizations and no essential differences exist between them; and the Unions are anxious to assist the management of the..... Press in developing the greatest productivity based on the fundamental principle that the health and well-being of the employees in their joint relation to the.....Press and the Unions is the largest single factor in the solvency of the concern.

This clause does not commit the Unions to the bonus system, or any other method of payment of wages.

ARTICLE IX.

It is agreed that observance of this contract by the.....Press shall be considered as a fair attitude toward the trade unions.

ARTICLE X.

Any complaint with reference to carrying out the terms of this agreement by either party shall be submitted to the other party in writing.

Boston, Massachusetts.	.....Press

	<i>Treasurer</i>

Boston Allied Printing Trades Council	
By.....	
<i>President</i>	
.....	
<i>Secretary</i>	
.....
Bookbinders Local No. 176	Norwood Pressmens Union No. 35
.....
Boston Electrotypers Union No. 11	Bookbinders Local No. 213

Price List of Bindery Women's Union, Local 213, Indorsed by the Allied Printing Trades Council of Boston and Vicinity, October 1, 1913 to October 1, 1917.

TIME WORKERS.

The minimum wage for competent women employees shall be not less than 19 cents per hour.

The minimum wage for unskilled women employees and beginners shall be not less than 12½ cents per hour.

After three years' employment, or during the three years' employment, those operatives, who in the judgment of the employer are competent, and for whom there is opportunity for employment, shall receive not less than 19 cents per hour. During said three years the employer may, at his discretion, increase the wage at any time or advance the operative into the class of the competent operative as his requirements may demand.

Competent folding machine operator, per hour,	. . . . \$0.21
Competent drop roller operator, per hour,	. . . . .21
Competent gold layer shall receive, per hour,	. . . . .21
Competent gold leaf laying machine operator, per hour,	. . . . .21
Competent end blank pasting machine operator, per hour,	. . . . .21
Competent end paper folding machine operator, per hour,	. . . . .21
All extra work special prices upon mutual agreement.	

Bookbinders.**PIECE WORKERS.**

One fold, per 100,	\$0.01½
Two fold, per 100, . . . . .	.03
Two fold, per 100, above 7 x 10½, . . . . .	.04
Three fold, per 100, . . . . .	.04½
Three fold, per 100, above 7 x 10½, . . . . .	.05½
Four fold, per 100, . . . . .	.06
Four fold, per 100, above 7 x 10½, . . . . .	.06½
Oblongs-cut-turns and blank pages, 1 cent extra.	
All extra work special prices upon mutual agreement.	
Point machine, per M, . . . . .	.20
Guide machine, per M, . . . . .	.22

PASTING.

Inserting, per 100,	\$0.01½
Outside pasting, per 100, . . . . .	.03½
Outside pasting, per 100 over 7 x 10½, . . . . .	.04½
Inside, per 100, . . . . .	.04½
Tissuing, per 100, . . . . .	.03½
Printing tissue, . . . . .	.04
Guarding maps, paper 4c, per 100, cloth, . . . . .	.04
Guarding maps, over 7 x 10½, paper 5c, per 100, cloth, . . . . .	.05
Cutting sheets, per 100, per cut, . . . . .	.01
Pasted in guarded maps, per 100, extra, . . . . .	.01
Pasted in guarded maps, or plates around or across signature, per 100, extra, . . . . .	.01
Stripping on outside, per 100, . . . . .	.07
Guarding signature, per 100, . . . . .	.09

GATHERING.

Gathering, per 100, 12 mo.,	\$0.00½
Over 9½, . . . . .	.00¾
Over 10½, . . . . .	.01
Gathering plates, per 100, . . . . .	.01
Over 9½, . . . . .	.01¼
Over 10½, . . . . .	.01½

Collating same as gathering.

All extra work special arrangement upon agreement.

MACHINE SEWING No. 3.

Per thousand No. 3, 12½c, if cut off 2½c extra.
 Part cut at head, per 1000, 12½c, if cut off 2½c extra.
 Half cut at head, per 1000, 15c, if cut off 2½c extra.
 All cut at head, per 1000, 20c, if cut off 2½c extra.
 Tape work, 2½c for cutting down extra per 1000.

NUMBER 4 MACHINE.

Uncut at head, per 1000 sheets, including cutting down,	\$0.20
Cut at head, per 1000, . . . . .	.25

All extra work special prices on mutual agreement. Cutting down ⅓ of above.

Bookbinders.**HEAD GIRLS IN DEPARTMENTS.**

All department head girls (10 girls and over) shall receive per week \$13.
 Forty-eight hours, to be worked between 7 A.M. and 6 P.M., shall constitute one week's work.

All overtime work shall be time and one-half.

Sundays and legal holidays double time.

BOOT AND SHOE WORKERS.*Boot and Shoe Workers' Union Stamp Contract.*

Agreement entered into this.....day of.....19 by and between shoe manufacturer of.....

hereinafter known as the Employer, and the Boot and Shoe Workers' Union, with headquarters at 246 Summer St., Boston, Mass., hereinafter known as the Union, WITNESSETH:

FIRST. The Union agrees to furnish its Union Stamp to the Employer free of charge, to make no additional price for the use of the Stamp, to make no discrimination between the Employer and other firms, persons or corporations who may enter into an agreement with the Union for the use of the Union Stamp, and to make all reasonable effort to advertise the Union Stamp, and to create a demand for the Union Stamped products of the Employer, in common with other employers using the Union Stamp.

SECOND. In consideration of the foregoing valuable privileges, the Employer agrees to hire as shoe workers, only members of the Boot and Shoe Workers' Union, in good standing, and further agrees not to retain any shoe worker in his employment after receiving notice from the Union that such shoe worker is objectionable to the Union, either on account of being in arrears for dues, or disobedience of Union Rules or Laws, or from any other cause.

The Employer agrees that there shall be no discrimination against any member of the Union because of his or her activity in Union affairs.

THIRD. The Employer agrees that he will not cause or allow the Union Stamp to be placed on any goods not made in the factory for which the use of the Union Stamp is granted, and the Employer agrees that it will be a violation of this contract to use the Union Stamp or Stamps in any other place than the particular factory for which the use of the Stamp is granted.

FOURTH. It is mutually agreed that the Union will not cause or sanction any strike, and that the Employer will not lock out his employees while this agreement is in force.

All questions of wages or conditions of labor, which cannot be mutually agreed upon, shall be submitted to the Massachusetts State Board of Conciliation and Arbitration.

The decision of this Board of Arbitration shall be final and binding upon the Employer, the Union, and the employees.

The Employer agrees that where a change of system or method is made, he will notify the Local Union affected and endeavor to mutually agree upon a price to be paid. Failing to agree the matter shall be arbitrated, and the decision rendered shall date from the time of change in system or method.

In the event of the Employer or Local Union, or a duly authorized agent, giving written notice to the General President of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for same shall be signed within seven days from his receipt of said notice. Failure of either party to comply with this clause shall constitute a direct violation of this contract.

FIFTH. The Union agrees to assist the Employer in procuring competent shoe workers

Boot and Shoe Workers.

to fill the places of any employees who refuse to abide by Section FOUR of this agreement, or who may withdraw or be expelled from the Boot and Shoe Workers' Union.

SIXTH. The Employer agrees that the regularly appointed collectors, or business agents acting in the capacity of collectors, shall not be hindered or obstructed in collecting dues from members working in the factory.

SEVENTH. The Employer agrees that the General President of the Union, or his deputy upon his written order, may visit the employees in the factory at any time.

EIGHTH. The Employer agrees that the Union is the lawful owner of the Union Stamp, and the Employer agrees not to make or cause to be made any Union Stamp or Stamps, and it is further agreed that the Union will furnish free of cost, all Stamps necessary to be used under this agreement.

NINTH. The Union agrees that no person except the General President, or his deputy upon his written order, shall have the right to demand or receive the Union Stamp from the Employer.

TENTH. Should the Employer violate this agreement, he agrees to surrender the Union Stamp or Stamps in his possession to the General President or his deputy, upon his written order, and that the said General President, or his deputy, may take said Stamp or Stamps, wherever they may be, without being liable for damages, or otherwise.

ELEVENTH. In case the said Employer shall for any cause fail to deliver the said Stamp or Stamps to the General President, or his deputy, as provided in this agreement, the Employer shall be liable to the General President in the sum of two hundred (200) dollars, as liquidated damages, to be recovered by the General President in an action of contract, brought in the name of the General President, for the benefit of the Union, against the Employer.

TWELFTH. This agreement shall remain in force until.....
Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before expiration of the agreement; and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

THIRTEENTH. In case the Employer shall cease to do business, or shall transfer its business, or any part thereof, to any person or persons, or corporation, this agreement shall be ended, and the Stamp or Stamps shall be returned to the General President forthwith, without demand from the Union, when a new agreement, of similar tenor to this, may be entered into between the Employer and the General Executive Board of the Boot and Shoe Workers' Union.

Signed,

By.....
For the Employer

[SEAL]

By.....
For the Union

Agreement between Shoe Manufacturers and United Shoe Workers of America.

1. It is hereby agreed between the firm of.....and.....
United Shoe Workers of America that any differences which may arise under the terms of the following agreement which cannot be mutually adjusted between.....
and.....United Shoe Workers of America shall be referred for adjustment to.....

2. It is further agreed by both parties that pending the discussion and decision of any or all differences between the parties to this agreement there shall be no lock-outs, strikes

Boot and Shoe Workers.

or cessation of work on the part of.....employer or.....
 United Shoe Workers of America on account of such differences.

3. It is further agreed by.....employer and.....United
 Shoe Workers of America that this agreement shall cover the following rooms and depart-
 ments in the factory of.....

4. It is further agreed by.....employer and.....United
 Shoe Workers of America that all work done in the above-named rooms and departments in
 the factory of.....shall be done by members of the United Shoe Workers of
 America under the jurisdiction of.....United Shoe Workers of America and
 so long as they are in a position to furnish help to do the work no other help will be em-
 ployed.

5. It is further agreed that if.....desires to change in any manner or form
 the process of manufacturing their shoes from the manner and form in which the work is
 being done at the time of the execution of this agreement they shall notify the proper
 agents of.....United Shoe Workers of America before any change takes place
 and it shall be the duty of the two parties to at once agree upon a price for the part affected
 by the change and if an agreement cannot be reached it shall be submitted for a decision
 as provided for in Article 1.

6. It is further agreed by.....and.....United
 Shoe Workers of America that during the term of this agreement any price list agreements
 in force on the date of the signing of this agreement shall not be subject matter for arbitra-
 tion except by mutual consent.

7. It is further agreed by.....and.....United
 Shoe Workers of America that the discharge of any member of the United Shoe Workers
 of America for any reason other than poor work or inefficiency may be considered a grievance
 within the provisions of this agreement. If it is found that the member was discharged
 for an insufficient reason within the meaning of the above provision he shall be restored
 to his former position and compensated by the employer in an amount fixed by.....
 This article shall not apply to persons specifically employed as extra help over the regular
 force.

8. It is further agreed by.....and.....United
 Shoe Workers of America that if Article 4 of this agreement is violated ten days' notice
 of such violation may be given by.....United Shoe Workers of America to
employer and if said notice has been given and no agreement is reached
 within ten days for further continuation of the agreement the agreement may be con-
 sidered as expiring at the expiration of the ten days. If said clause is not violated, this
 agreement will expire.....

*Agreement between Joint Council No. 1, United Shoe Workers of America, and Lynn Shoe
 Manufacturers Association, Incorporated. — In effect March 1, 1916.*

Agreement made this.....day of.....1916, by
 and between Joint Council, Number 1, United Shoe Workers of America, in behalf of all
 local unions affiliated with said Council, employees, and.....Employer.
 WITNESSETH: —

1. — All differences between employee or employees and employer, except those herein
 named which may arise during the life of this agreement, and which cannot be mutually
 adjusted between the business agent of the local affected and the representative of the
 manufacturers, shall be referred to a Board of Adjustment, said Board of Adjustment to

Boot and Shoe Workers.

be composed of three members named by the Joint Council, No. 1, and three members named by the Lynn Shoe Manufacturers Association, Incorporated.

2. — The Board of Adjustment shall meet as often as is necessary for the reasonable dispatch of its business and shall hear all matters presented, whether such matters shall be presented by duly authorized agents of Joint Council, No. 1, or by the employer, and said Board of Adjustment shall formulate rules for practice and procedure before said Board, which rules shall be acceptable to the parties to this agreement. The Board of Adjustment shall, in all cases in which it reaches an agreement, make a finding which shall be kept for record by said Board of Adjustment, and in all cases where said Board of Adjustment fails to reach an agreement, a record of the evidence presented before the Board shall be submitted to the State Board of Conciliation and Arbitration, and upon said record the said Board of Conciliation and Arbitration shall be asked to make a finding decision. An agreement reached either by the Board of Adjustment or the State Board of Conciliation and Arbitration shall be final and binding during the life of this agreement. No evidence of any price paid or conditions existing in a factory other than an employer's factory who is a party to an agreement similar to this, shall be introduced at any hearing before the Board of Adjustment. Any decision reached on the question of prices by the Board of Adjustment or the State Board shall be effectual against employers and employees in other factories adopting the same operation (where conditions, grades, and manner of performing operation are exactly alike) working under an agreement similar to this agreement as the same would be effectual if the parties were directly interested in the decision.

3. — There shall be no lockout, strikes or cessation of work by the Joint Council, No. 1, United Shoe Workers of America, or the employer during the life of this agreement.

4. — This agreement shall cover the following rooms and departments in the factory of the employer: Cutting Room, Stitching Room, Bottom Finishers, Buttonhole Operators, Finishers, Eyeletters, Buttoners, Lasters, Lasting Machine Operators, Levellers, McKay Stitchers and all operations now included under Mixed Local, No. 54, Packing Room, Sole Leather Room, Stockfitting Room, and any other department which may become organized or affiliated with the United Shoe Workers of America during the term or life of this agreement.

5. — No persons shall be employed to do any work in the above named departments, nor shall any work commonly done in the above named departments be given to persons other than members in good standing of the United Shoe Workers of America so long as the Local Unions of said United Shoe Workers of America are able to furnish help to do said work and if after three days' notice the employer causes any of said work to be done, except as herein provided, this agreement may, by Joint Council, No. 1, United Shoe Workers of America, be treated as expiring on the date of giving such work.

6. — If the employer desires to change in any manner or form the process of manufacturing his product from the manner and form in which the work is being done (at the time of the execution of this agreement), the foreman or forelady in charge of the department where change is contemplated shall notify the agents of employees affected, also Secretary of the Manufacturers' Association on blanks furnished, and before any change takes place a mutual arrangement shall be entered into, or, in case a mutual agreement cannot be made, the employer may change the manner and form of doing said work and the whole matter shall be referred to arbitration as herein provided, and the decision of the Board shall take effect as of the day and date of making the change.

7. — The prices and conditions granted to the employer and commonly known as the 12½ per cent reduction or Salmon Tag System shall not be considered as a binding condition under this agreement and may be taken up for reconsideration at any time by the Locals affected and not a subject for arbitration.

Boot and Shoe Workers.

8. — Price-lists and conditions in effect at the date of signing this agreement, in any of the departments herein named, shall not be a subject for arbitration except by mutual consent. Price-lists and conditions shall mean prices and conditions that have been agreed to by the locals herein affected. Prices and conditions that have been presented by the locals to the Secretary of the Manufacturers' Association that have not been mutually agreed upon, prior to the signing of the agreement shall be a subject for arbitration.

9. — The discharge of any member in good standing of the United Shoe Workers of America for any reason other than poor work or inefficiency may be considered a difference within the meaning of this agreement. If the decision of the Board shall be that the employee was discharged for insufficient reason, within the meaning of the above provision, the member shall be restored to his or her former employment and compensated by the employer in an amount fixed by the Board of Adjustment. Notice of discharge of any member must be presented to the employer by the agent of the local affected within a period of forty-eight hours from the time of discharge.

10. — This agreement shall remain in force for the term of one year from the date hereof and shall remain in force thereafter from year to year unless either of the parties hereto shall within ninety days of the expiration of any year give written notice by registered mail of the desire of the party giving the notice, to alter, amend, or annul said agreement.

In *Witness Whereof* the parties hereunto set their hands and seals the day and year first above written by causing this agreement to be signed in each instance by persons duly authorized to execute the same.

.....(Seal)

.....(Seal)

The above agreement approved by the General Executive Board, Thursday, February 24, 1916.

A true copy. Attest:

.....

Secretary.

BOTTLERS AND DRIVERS.

Agreement between Proprietors of Brewery Bottling Shops of Worcester and Local No. 180, Bottlers and Drivers of the International Union of United Brewery Workmen of America, March 1, 1916 to March 1, 1919.

BREWERY BOTTLING SHOPS.

SECTION 1. We, the undersigned proprietors of Brewery Bottling Shops in Worcester, Mass., and Vicinity, agree to employ only members of Local Union No. 180 in good standing, Bottlers and Drivers of the International Union of United Brewery Workmen.

During the busy season, when members of Local Union 180 are not available, extra men may be engaged in conformity with Section 7 of this agreement.

SECTION 2. No foreman shall be allowed to perform the work of any employee.

SECTION 3. For inside men in bottling shops, eight in nine consecutive hours, starting not earlier than 7 A.M. and not later than 8 A.M. shall constitute a day's work for the day shift. In case a night shift is put on, 48 hours shall constitute a week's work, Saturday excluded. No night shift shall be worked while regular employees are laid off. Dinner hour for seven o'clock men shall be from twelve o'clock noon to one o'clock P.M., and for eight o'clock men from one o'clock P.M. to two o'clock P.M. No regular employee shall be laid off while the noon hour is being worked.

SECTION 4. For outside help nine in ten consecutive hours shall constitute a day's work for six consecutive months, and eight in nine consecutive hours shall constitute a day's work for the other six months.

SECTION 5. In case of dull season the employer shall, if necessary, arrange with the

Bottlers and Drivers.

employees to lay off impartially in turn, and no one shall be allowed to work overtime while regular employees of his department are laid off.

SECTION 6. Sickness shall not be a cause for discharge. The employee shall resume his former position after recovery, provided he procures a doctor's certificate.

SECTION 7. Extra men employed between April 1st and Oct. 1st, shall not be considered as regular employees, and shall be entitled to temporary employment only. Such extra help shall obtain a Permit Card from Local Union No. 180 before starting to work. The employment of such extra help shall not cause any lay-off to the Union men.

A Permit Card is good for one month only, but can be renewed again, excepting when a regular good standing member of the International Union of United Brewery Workmen reports for work, then the last Permit Card man put to work shall at the last day of the month upon which his Permit Card expires, be laid off and the regular Union man shall take his place.

SECTION 8. Men who have worked longest as temporary help shall be entitled to the first opportunity at regular employment. Twelve consecutive months shall entitle a man to regular employment.

SECTION 9. Each employee shall be promoted in his turn, provided there is a vacancy and the respective employee has the ability. The oldest union employee in the respective establishments will be given preference.

SECTION 10. Service done by the employees in the interest of or for the benefit of the Union shall not be a cause for discharge or discrimination, but the foreman must be notified that the employee shall be absent.

SECTION 11. Overtime, with the exception of Sundays and Holidays, shall be paid at the rate of fifty (50) cents an hour. For work on Sundays and Holidays the help shall be paid at the rate of double the regular weekly wages.

Employees cannot refuse to work overtime without reasonable cause. Each employee shall receive an equal share of overtime as far as possible.

SECTION 12. All cases of gross misconduct, such as drunkenness, disobedience, dishonesty, may be considered cause for discharge, but any employee shall have the privilege to protest against any work which may injure his health or body. Said protest to receive attention as soon as possible.

SECTION 13. No help shall be employed who are under the legal limit of age according to the State Law.

SECTION 14. All building or repairing shall be done by men belonging to a union of their respective crafts when such men are obtainable.

SECTION 15. Minimum scale of wages shall be: Filling Machine Operators, \$20.25 per week; General Help, \$18.25 per week; Drivers, \$21.00 per week; Drivers' Helpers, \$19.50 per week.

SECTION 16. Former higher wages cannot be reduced.

SECTION 17. Employees shall use only union made bottles when such are obtainable. Union made materials shall be given preference in all purchases for bottling shops, when obtainable.

SECTION 18. All teams hauling bottled goods exclusively shall come under the jurisdiction of Local 180. The brewery shall have the right to use the draught teams to haul bottled goods.

SECTION 19. In the driving of motor trucks, drivers of motor trucks only shall be employed who hold licenses issued by the Massachusetts Highway Commission, and drivers and helpers shall have the preference. They shall be governed by the same rules as the drivers and helpers.

SECTION 20. Every man discharged shall, if he so desires, be given a hearing by the proprietor, president or general manager. At such hearing committees representing the employer and employees may be present.

Bottlers and Drivers.

SECTION 21. This contract is to take effect March 1, 1916 and remain in force until March 1, 1919, and continue annually thereafter unless notice has been given by either party thereto three months before the first of March of any year, and specifications of the proposed changes shall be submitted at least sixty days prior to March 1st, of any year.

Arbitration Clause.—Cases of grievances or differences between employers and employees, including the discharge of men, if same cannot be settled by the representatives of the Union and the employer, shall be submitted to arbitration as hereinafter described; within ten days after request for arbitration by either side a special committee consisting of five members, two (2) appointed by the Union, two (2) appointed by the employers, these four (4) to select a fifth, who shall neither be interested in the brewery industry or be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible, otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said arbitration committee or State Board of Conciliation and Arbitration as the case may be, and pending such decision no strike or lockout shall be declared.

WHOLESALE BOTTLING ESTABLISHMENTS.

SECTION 1. We, the undersigned proprietors of Wholesale Bottling Establishments in Worcester, Mass., and Vicinity, do hereby agree to employ only members in good standing of Local Union No. 180, Bottlers and Drivers of the International Union of United Brewery Workmen. Boys under twenty-one, employed as soda labelers, are not included in this contract during period of five months' employment.

During the busy season, when no members of Local Union No. 180 can be obtained, then the employer may engage extra men in conformity with Section 7 of this agreement.

SECTION 2. No foreman shall be allowed to perform the work of any employee.

SECTION 3. For inside help, nine in ten consecutive hours shall constitute a day's work, beginning not earlier than 7 A.M., and not later than nine A.M. from May 1 to Sept. 1, 1916. From Sept. 1, 1916 to June 15, 1917, the hours shall be eight in nine consecutive hours, work to begin not earlier than 7 A.M. and not later than nine A.M. after June 15, 1917, until Aug. 15, 1917, nine in ten consecutive hours shall constitute a day's work. From Aug. 15, 1917 to June 15, 1918, eight in nine consecutive hours shall constitute a day's work. From June 15, 1918 to Aug. 15, 1918, nine in ten consecutive hours shall constitute a day's work. From Aug. 15, 1918 to March 1, 1919, eight in nine consecutive hours shall constitute a day's work.

SECTION 4. Ten in eleven consecutive hours shall constitute a day's work for drivers and helpers for the first five days of the week, but the option is given to proprietors employing three teams to start the team not later than 9 A.M., and to.....Co., two teams, and.....Co., three teams. Ten hours as above specified to constitute a day's work. All other work to be considered as overtime. On Saturdays and in weeks where holidays shall occur teamsters and helpers shall work until 11 o'clock P.M., and shall be allowed one hour for supper, between the hours of 6 and 8 P.M. They shall receive regular weekly wages in such weeks as holidays occur, and shall have steady work the year round.

The above rules governing hours only do not apply to drivers on soda teams.

In the driving of motor trucks chauffeurs only shall be employed who hold licenses issued by the State Highway Commission, and drivers and helpers regularly employed shall have the preference and they shall be governed by the same rules as apply to drivers and helpers.

Drivers and helpers on draught teams shall work nine in ten consecutive hours, beginning not earlier than 7 A.M. and not later than 8 A.M., including one hour for meals, from

Bottlers and Drivers.

May 1 to October 31. From Nov. 1 to May 1, eight in nine consecutive hours shall constitute a day's work, except during the Christmas and New Year holiday weeks, when nine in ten consecutive hours shall constitute a day's work. All other work must be considered as overtime.

SECTION 5. In case of dull season the employer shall, if necessary, arrange with the inside employees to lay off impartially in turn, but no one shall be laid off longer than one week through the month, and no one shall be allowed to work overtime while regular employees in his department are laid off.

SECTION 6. Sickness shall not be a cause for discharge. The employee shall resume his former position after recovery, provided he produces a doctor's certificate.

SECTION 7. Extra men employed between April 1st and October 1st, shall not be considered as regular employees, and shall be entitled to temporary employment only. Such extra help shall obtain a Permit Card from Local Union No. 180 before starting to work. The employment of such extra help shall not cause any lay-off to the Union men.

A Permit Card is good for one month only, but can be renewed again, excepting when a regular good standing member of the International Union of United Brewery Workmen reports for work, then the last permit card man put to work shall at the last day of the month upon which his Permit card expires be laid off and the regular Union man shall take his place.

SECTION 8. Permit Card help who are employed for their second consecutive season in the business shall receive the same wages as permanent help.

SECTION 9. Permit Card men who have worked longest as temporary help shall be entitled to the first opportunity at regular employment, providing no Union man is out of work.

SECTION 10. Each employee shall be promoted in his turn, providing there is a vacancy. The oldest union employee in the respective establishment shall be given preference, providing the employee has the ability.

SECTION 11. Services done by employees in the interest of or for the benefit of the Union shall not be considered as cause for discharge or discrimination, but the foreman shall be notified that the employee shall be absent.

SECTION 12. Overtime, with the exception of Sundays and Holidays, shall be paid for at the rate of 50 cents per hour. For work on Sundays and Holidays, the help shall be paid at the rate of double weekly wages. Inside employees cannot refuse to work overtime without a reasonable cause. Inside employees shall receive an equal share of overtime work and shall not be compelled to work after 10 o'clock P.M.

SECTION 13. Any employee desiring to leave shall give notice of such intention to employer or foreman, and in case it shall be necessary on the part of said employer, it will be his right to demand of such employee seven days for the purpose of filling the vacancy, and in turn, the employer or foreman shall allow the employee, when discharged to stay at work a week longer, except in case of gross misconduct, such as drunkenness, disobedience and dishonesty.

SECTION 14. No help shall be employed who are under the legal age limit.

SECTION 15. All building or repairing shall be done by men belonging to a union of their respective craft, when such men are available.

SECTION 16. Minimum wages: Beer bottlers and power filling machine operators, \$19.00 per week; Drivers, \$21.00 per week; Drivers' Helpers, \$16.00 per week; Helpers on teams handling larger than one-half barrels, \$18.00 per week; Stablemen, \$17.50 per week; General Helpers, \$17.00 per week; Chauffeurs, \$21.00 per week; Labeler hands, \$12.00 per week and they shall be confined to their own work.

SECTION 17. Former higher wages cannot be reduced.

SECTION 18. Employees shall use only union made bottles when such are obtainable.

Bottlers and Drivers.

Union made materials and machinery shall be given the preference in all purchases for the bottling establishments, when obtainable.

SECTION 19. Proprietors of Bottling Establishments, when purchasing ale, porter or lager shall make provision that it shall bear the union label.

SECTION 20. This contract shall remain in force from March 1, 1916 to March 1, 1919, and will also remain in force until succeeding contract is signed.

SECTION 21. In stores where the trade does not warrant the employment of a clerk and where no clerk was employed previous to July 1, 1913, and where a member of Local 180 has been acting in the double capacity of clerk and bottler or driver, they may continue to do the same.

Arbitration Clause.—Cases of grievances or differences between employers and employees including the discharge of men, if same cannot be settled by the representatives of the Union and the employer, shall be submitted to arbitration as hereinafter described: Within ten days after request for arbitration by either side, a special committee consisting of five (5) members, two (2) appointed by the employer, two (2) appointed by the Union, these four selecting the fifth, who shall neither be interested in the brewery or bottling industry, nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said special arbitration committee, or State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared. This contract is to remain in force until next contract is signed by Proprietors.

In case a man is discharged by the employer he shall remain at work until such time as an arbitration board shall decide on the case. If the employer does not want the man to remain at work while the case is pending and the employee wins his case he shall be paid full time for his time lost.

Indorsed by the Joint Local Executive Board of Worcester, Mass.

.....
Secretary.

Indorsed by the Joint Local Executive Board International Union of United Brewery Workers of America, Cincinnati, Ohio, Feb. 8, 1916.

.....
International Secretary.

BREWERY WORKMEN.

Agreement between Proprietors of Boston Breweries and Local Unions 14 and 29, International Union of the United Brewery Workmen of America, of Boston, March 1, 1917 to March 1, 1919.

ARTICLE 1.

None but members of the International Brewery Workmen's Union, in good standing of Local Unions 14 and 29, shall be employed in the manufacturing of beer, ale or porter, handling or delivering of same, hauling of empty packages and materials used in manufacturing, except in cases of emergency, when the employer is obliged to make immediate deliveries of ale, beer or porter, or in case the employer is in immediate need of material used in the manufacturing or of empty packages, he shall have the right to employ outside teams to so deliver, handle or haul such ale, beer, porter, material or empty packages, provided the drivers of such teams shall be members in good standing of any recognized teamsters' union. When the union has been applied to and cannot furnish outside men to equip teams, employers may put inside men temporarily on teams. Material purchased on the terms F. O. B. brewery premises, shall be exempt from the provisions of this article.

Brewery Workmen.

ARTICLE 2.

In case of sickness of, or accident to any employee, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within six months, but any man injured in discharge of his regular duties shall be entitled to employment in his former capacity when he is able to perform his duties.

ARTICLE 3.

Extra help may be employed when needed, and shall not be considered as regular employees, but any extra man who works five (5) months continuously in any plant, shall be entitled to lay off one (1) week with the regular men in said plant. Any man who works six (6) months in succession shall be considered a regular employee, and entitled to alternate with the regular men.

ARTICLE 4.

In case of slack business as many men as necessary may be laid off in equal rotation, not longer than one week at a time without exception.

ARTICLE 5.

Each workman shall have the right to board and live where he chooses, and no help shall be hired on the recommendation of customers.

ARTICLE 6.

Extra work done in and around the breweries shall be performed only by union men of their respective crafts.

ARTICLE 7.

Services done by employees in the interest of, and for the benefit of the Union, except where it interferes with the duties of the employees, shall not be cause for discrimination or discharge.

ARTICLE 8.

No teamster or truck driver shall be required to deliver hogsheads alone and assistance shall be given to teamster in the delivering of barrels on route. Not more than twenty (20) halves shall be delivered to any licensed premises without a helper and when packages have to be lifted a helper shall be provided in all cases. No man shall be required to pile full halves in the brewery alone. Helpers shall remain with the driver until both return to said brewery by whom they are employed. Drivers of teams and trucks shall be provided with suitable protection against the weather.

ARTICLE 9.

When men have to change from cold to warm departments and vice versa, they shall be allowed time to change their clothes. A suitable place shall be provided for all men to dry and change their clothes, and when men are obliged to wash the Condensers or wash Tanks or Kettles where the use of strong solutions for washing purposes are necessary they shall be furnished with suitable clothing.

ARTICLE 10.

Only union made malt shall be contracted for to manufacture beer, ale or porter. Union made materials and machinery shall be given preference.

Brewery Workmen.**ARTICLE 11.**

One apprentice shall be allowed for every twenty-five men, or a fraction thereof, employed inside the breweries; such apprentice shall be instructed for two years in all the branches of the trade, and he shall become a member of the Union upon entering his apprenticeship. No apprentice shall work longer than this agreement stipulates. The apprentice shall not be less than eighteen (18) nor more than twenty (20) years of age, and shall receive for the first year the sum of sixteen (16) dollars per week and for the second year eighteen (18) dollars per week.

ARTICLE 12.

Eight in nine consecutive hours shall constitute a day's or night's work for all men in the brewery, one hour being allowed for breakfast or dinner. Nine in ten consecutive hours shall constitute a day's or night's work for all men in the stable department, from May 1st to November 1st. Eight in nine consecutive hours shall constitute a day's or night's work from November 1st to May 1st, including men on teams and automobiles, one hour being allowed for breakfast or dinner. The regular day's work shall not commence before 7 o'clock A.M. unless in case of necessity. No man shall refuse to go to work before 7 A.M. if requested. Six (6) days or six (6) nights shall constitute a week's work.

ARTICLE 13.

On Sunday, work shall be entirely suspended, unless absolutely necessary, and in case of such necessity sixty (60) cents per hour shall be allowed for each hour. Regular work done on Sunday shall not be considered as Sunday work and shall be paid at the rate of \$4.00 per day. Stablemen working seven days shall receive pay for same in accordance with the two first sentences of this article, by the day or hour as the case may be. Harnesses and wagons shall be cleaned when necessary during working hours.

ARTICLE 14.

On legal holidays and election days, work shall be paid for at the rate of sixty (60) cents per hour unless a full day's work is done when regular rates shall be paid.

ARTICLE 15.

First man in cellar, at the rate of \$22.50 per week.

First man in fermenting room, at the rate of \$22.50 per week.

First man in brewhouse, at the rate of \$22.50 per week.

First man in washhouse, at the rate of \$22.50 per week.

Men in cellar and fermenting room, at the rate of \$20.50 per week.

Men in wash house, at the rate of \$20.50 per week.

Men in brewhouse, at the rate of \$20.50 per week.

Night or day men in the brewery, eight hours, six nights or days, at the rate of \$20.50 per week.

Night or day men in stable 8-9 hours, six nights or days, at the rate of \$21.00 per week.

Route drivers, 8-9 hours, at the rate of \$22.00 per week.

Depot drivers, 8-9 hours, at the rate of \$21.00 per week.

All depot drivers shall receive route drivers' wages when delivering to saloons half a day or more.

Helpers, 8-9 hours, on teams, at the rate of \$19.00 per week.

First stableman, 8-9 hours, at the rate of \$21.00 per week.

Other men in stable, 8-9 hours, at the rate of \$19.50 per week.

Brewery Workmen.

If the regular stableman works seven days or nights at his option, \$4.00 shall be paid for the extra day or night.

Other men working in breweries, not classified in above departments, shall receive \$20.50 per week.

In the driving of motor trucks chauffeurs only shall be employed who hold licenses issued by the Massachusetts Highway Commission and drivers and helpers regularly employed shall have the preference and they shall be paid regular route drivers' wages, provided, however, that after three months steady employment as chauffeurs they shall receive \$1.00 more per week.

ARTICLE 16.

Trip helpers shall be hired by the day, and any helper driving a team for half a day shall receive drivers' wages.

ARTICLE 17.

In the cellar, brew house, fermenting room, wash house and stable, one man shall be considered the head of the respective department, and shall receive pay accordingly.

ARTICLE 18.

Permanent employees and extra men shall do whatever work may be required of them but in performing duties other than the regular work for which they are employed, they shall be paid the schedule rates for the work performed, but in no such case shall the pay be reduced. No division of time shall be made for less than half a day. No outside man shall be required to work in cellar, fermenting room, mash floor, or to wash casks. In cases of double brewings, the man doing the second brew shall be entitled to the first man's wages while on this work.

ARTICLE 19.

When required to work overtime the pay shall be at the rate of sixty (60) cents per hour; no man shall refuse to work overtime. All men in their respective departments shall have equal shares of same as far as possible. Reasonable notice for all absence from work shall be given.

ARTICLE 20.

Pay day shall be weekly, and when pay day shall fall on holidays or on election days, the men shall be paid the day previous.

ARTICLE 21.

Every man discharged by a subordinate officer, shall, if he so desires, be given a hearing by the proprietor, president or general manager. At such hearing the business agent of the union may be present.

ARTICLE 22.

Cases of grievances or differences between employers and employees, including the discharge of men, if same cannot be settled by the representatives of the Union and employer, shall be submitted to arbitration as hereinafter described, within ten days after request for arbitration by either side, a special committee consisting of five members, two appointed by the employers, two appointed by the Union, but in no case shall a representative of the brewery involved be represented on the Board of Arbitration nor shall the business agent of the union involved be eligible to serve on the Board of Arbitration.

Brewery Workmen.

These four shall select the fifth, who shall neither be interested in the brewing industry nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the union shall abide by the decision of said special arbitration committee, or State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared.

ARTICLE 23.

No employee shall be required to work at varnishing, without the necessary safety appliances being furnished and utilized. No members of Brewery Workers' Unions 14 or 29 shall be required to clean out flue ashes from the boilers.

ARTICLE 24.

This contract is to take effect March 1, 1917, and remain in force until March 1, 1919, and continue annually unless notice has been given by either party thereto three months before the first of March of any year and specifications of the proposed changes shall be submitted at least sixty days prior to March 1st.

For the Committee representing Unions 14 and 29.

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For Local Union 14.
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For Local Union 29.

Committee representing the Brewery Proprietors of Boston.

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BRICKLAYERS AND PLASTERERS.

Agreement between Master Masons' Association of Brockton, and Bricklayers' and Plasterers' Union No. 5 of the Bricklayers', Masons' and Plasterers' International Union of America. — In effect July 20, 1917.

WORKING RULES.

SECTION 1. Eight hours shall constitute a day's work. The working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M. except on Saturday when the working hours shall be from 8 A.M. to 12 M. But the men may work from 12.30 P.M. to 4.30 P.M. all the year by mutual consent.

SECTION 2. Eight hours shall constitute a night's work which shall commence at 7 P.M. when two gangs are employed; when three gangs are employed one shift may follow the other immediately, and in that way the work may be continuous.

SECTION 3. When work is carried on in two or three shifts, the men working eight hours each, then only single time shall be paid for both night and day work during week days, and double time for Sundays and holidays.

SECTION 4. All overtime shall be paid for at double rates. Overtime means all time between 12 M. on Saturday and 8 A.M. on Monday, also all time between 5 P.M. and 8 A.M. on all other days, and the following holidays: Memorial Day, Independence Day, Labor

Bricklayers and Plasterers.

Day, Columbus Day, Thanksgiving Day and Christmas Day. No contractor shall work his men overtime except in case of actual necessity.

SECTION 5. Double time shall be paid on all repair work on boilers, coal, gas retorts and ovens at all times, excluding new boilers.

SECTION 6. The minimum rate of wages shall be seventy (70) cents per hour. Wages shall be paid weekly in full on the job before the regular quitting time.

SECTION 7. All over a five (5) cent car fare shall be paid by the contractor on jobbing.

SECTION 8. No journeyman bricklayer or plasterer shall work for anyone outside of regular contractors, without getting the regular contractor's prices, nor use any material furnished by anyone not a General Contractor or Master Mason except material on hand.

SECTION 9. None but members of the Bricklayers', Masons' and Plasterers' International Union shall be allowed to do any mason work of any kind except he be a mason contractor. When there are two or more men in a firm not more than one can work on the same job.

SECTION 10. All foundations and walls either of brick or concrete shall be constructed under the supervision of a practical mason.

SECTION 11. The cutting of all windows and door openings in brick or tile walls, bedding of all iron plates, setting of all stone trimmings where set on or covered by brick, cutting and setting of all terra cotta in brick buildings, laying and finishing the top coat of cement floors, building of fire places, setting tile, running cornice, putting up centre pieces, handfloating, and all other work defined in the constitution of the Bricklayers', Masons' and Plasterers' International Union as masonry or plastering shall be done by a member of Bricklayers', Masons' and Plasterers' International Unions. Also the building of all stagings about brick buildings and chimneys that masons are required to work on, shall be in charge of a practical mason or foreman.

SECTION 12. Each contractor or firm shall be allowed one apprentice to serve three years. After said apprentice has completed two and one-half years' apprenticeship said contractor or firm will be permitted to employ another apprentice. This section is subject to the apprentice rules of the Bricklayers' and Plasterers' Union No. 5 of Massachusetts.

SECTION 13. That the union shall not have anything to do with the Building Trades Council for fifteen years.

SECTION 14. That where a contract is left unfinished for reason that the contractor has not been paid as per agreement; that no other union man of the Bricklayers' and Plasterers' Union No. 5 of any other contractor will have the right to finish the said contract.

Adopted at a meeting of the Joint Arbitration Board held on Friday evening, July 20, 1917.

Master Masons Association.

Bricklayers' and Plasterers' Union No. 5.

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Chairman.

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Secretary.

Joint Arbitration Plan between the Master Masons' Association of Brockton and Bricklayers' and Plasterers' Union No. 5 of the Bricklayers', Masons' and Plasterers' International Union of America. — Adopted August 4, 1913.

1. ARBITRATION BOARD.

Both parties hereto agree that they will at their annual election each year elect an Arbitration Committee to serve for one year or until their successors are elected and qualified. In case of removal or disqualification of a member, such vacancy shall be filled by the Association or Union at its next regular meeting.

Bricklayers and Plasterers.**2. NUMBER OF MEMBERS.**

The Arbitration Committee for each of the two parties hereto shall consist of five members; and they shall meet not later than the fourth Thursday of January each year in joint session, when they shall organize a Joint Arbitration Board by electing a President, Secretary, Treasurer and Umpire.

3. QUALIFICATIONS OF MEMBERS OF ARBITRATION BOARD.

No member who is not actively engaged in the Mason Trade, or who holds a political office, shall be eligible to act as representative on the Joint Arbitration Board; this clause, however, may be waived by unanimous consent of the Joint Arbitration Board.

4. UMPIRE.

An umpire may be selected who is nowise affiliated or identified with the building industry, and who is not an employee or employer of labor, nor an incumbent of a political elective office.

5. POWER OF BOARD.

The Joint Arbitration Board shall have full power to enforce this Agreement entered into between the parties hereto, and to make and enforce all working rules governing both parties. No strikes or lockouts shall be resorted to pending the decision of the Joint Arbitration Board, nor shall any member of the Union leave the work of any Contractor before the matter in dispute is brought before the Joint Arbitration Board for settlement and adjusted.

6. RULES FOR PROCEDURE.

When a dispute or grievance arises between a journeyman and his employer (parties hereto) or an apprentice and his employer, the question at issue shall be submitted in writing to the Presidents of the two organizations, and upon their failing to settle it, the matter shall then be submitted to the Joint Arbitration Board, who shall hear the evidence and decide in accordance therewith. All verdicts shall be decided by majority vote, by secret ballot, and be final and binding on both parties. If the Joint Arbitration Board is unable to agree, the Umpire shall be requested to sit with them, and, after he has heard the evidence, cast the deciding vote.

7. POWER TO SUMMONS MEMBERS.

The Joint Arbitration Board has the right to summons any member or members affiliated with either party hereto, against whom complaint is lodged for breaking this Joint Arbitration Agreement or Working Rules, and also appear as witnesses. The summons shall be handed to the President of the Association or Union to which the member belongs, and he shall cause the member or members to be notified to appear before the Joint Board on the date set. Failure to appear when notified, except (in the opinion of the Board) valid excuse is given, shall also subject a member to be charged to his or their respective organization with the evidence collected in the case, and if either organization judges the member or members guilty, an assessment shall be levied in accordance with the code of penalties provided for in the laws of either organization. Should any assessment not be paid within sixty days from the date of decision, the member or members shall stand suspended until paid, and the Joint Arbitration Board shall cause a suspension decree to be read by the Presidents of both the Association and Union at their next regular meeting. No one who has been suspended from membership in the Association or Union for neglect or

Bricklayers and Plasterers.

refusal to abide by the decision of either Organization, can be again admitted to the membership except by paying his assessment, or by unanimous consent of the Joint Arbitration Board, in accordance with the laws of either organization.

S. DIVISION OF ASSESSMENTS.

All assessments levied by the Joint Arbitration Board and collected during the year shall be equally divided between the two parties hereto by the Joint Arbitration Board at the last regular meeting in December.

9. NO LIMITATION OF WORK.

There shall be no limitation as to the amount of work a man shall perform during his working day. Men employed in this trade shall each do a fair and honest day's work.

10. UNRESTRICTED USE OF MACHINERY AND TOOLS.

There shall be no restriction of any manufactured material. Any material may be used, no matter where or by whom it is made, except prison made, and such material placed as "unfair" upon the official list of the Bricklayers', Masons' and Plasterers' International Union of America, of which notice shall be given to the Master Masons' Association; such notice not to affect material already delivered upon any job, or contracted for.

11. NO INTERFERENCE WITH WORKMEN.

No person shall have the right to interfere with the workmen during working hours. No person shall have the right to give orders to the men during working hours on the building or job, except the employer or his foreman. The Presidents, or their representatives carrying proper credentials, shall be allowed to visit a job during working hours to interview the Contractor, steward or men at work, but they shall in no way hinder the progress of the work. The Steward or Deputy on any job shall not be discharged for inquiring after the cards of men while working on the job of any Mason Builder.

12. RIGHT TO EMPLOY.

Employers are at liberty to employ and discharge whomsoever they see fit, but all workmen shall be paid the full wages agreed upon in this trade under all circumstances.

13. QUORUM.

Seven members shall constitute a quorum in the Joint Arbitration Board, but the Chairman of each of the two Arbitration Committees shall have the right to cast a vote in the Joint Arbitration Board for any absent member of his committee.

14. CHANGE IN WORKING RULES.

Any change in the working rules shall be made some time before the first of January, and notice of same shall be made at least three months before and take effect April 1.

The foregoing plan of Arbitration with working rules was adopted by the Joint Arbitration Board at a meeting held on Monday evening, August 4, 1913.

Master Masons' Association.	Bricklayers' and Plasterers' Union No. 5.
.....Chairman.
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.....Secretary.

CARPENTERS.

Agreement between Master Builders and Local Union No. 351, United Brotherhood of Carpenters and Joiners of America, of Northampton, May 1, 1917 to May 1, 1918.

That Master Builders agree to employ none but union men and that preference shall be given to members of Local 351.

The minimum wage shall be 50c per hour. Overtime, time and one-half: Sundays and holidays, double time.

The hours of labor shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M., from April 1st to November 1st, and from 8 A.M. to 12 M. and 12.30 P.M. to 4.30 P.M., from Nov. 1st to April 1st, except on Saturdays, when the hours shall be from 8 A.M. to 12 M. Emergency cases excepted.

Carfare shall be paid by the contractor to and from any job outside the center.

Contractors employing a teamster shall have the right to work him with union men, providing he does not use tools.

A contractor employing two or more journeymen is entitled to an apprentice, between the ages of 17 and 22 years.

After an apprentice has served two years the contractor has a right to take another.

Contractors will notify Local 351 when an apprentice is taken on.

The following days are the holidays agreed upon: Memorial Day (May 30), July 4, Labor Day, Thanksgiving and Christmas.

Journeymen going to work out of town shall have weekly transportation charges paid.

The Business Agent shall have the privilege of visiting all jobs at any time.

This Agreement shall take effect May 1st, 1917 and hold good until May 1st, 1918.

If a change is desired, the party wishing the change shall notify the other party before Jan. 1st.

Signed for Master Builders,

Signed for Local 351,

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..... Business Agent.

CLERKS — RETAIL.

Agreement between Local Union No. 605, Retail Clerks' International Protective Association, of Brockton, and Employers, March 1, 1914 to March 1, 1917.

This agreement, mutually entered into this.....nineteen hundred and....., by and between the Retail Clerks' International Protective Association, through their authorized agents,.....as President of Local 605, and.....as Recording Secretary of Local 605, of the city of Brockton, State of Massachusetts, as parties of the first part, and..... of said city of Brockton, as parties of the second part:

WITNESSETH, That the said parties of the first part in consideration of the covenants and agreements hereinafter mentioned and mutually agreed upon by all parties to be kept, done and performed, do hereby lease for a period of three years, to the said parties of the second part, one Union Store Card, the property of and issued by the Retail Clerks' International Protective Association.

Parties of the second part agree to retain in their employ only members, or those who if eligible, will become members within thirty (30) days from the date of their employment, of Local No. 605, Retail Clerks' International Protective Association.

Parties of the second part agree that their stores shall open at 8.30 A.M. on all working days, excepting Saturdays at 9 A.M., and close at the following time: — all day on the following legal holidays: Washington's Birthday, Patriots' Day, Memorial Day, July 4th, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day (if any of the above

Clerks — Retail.

fall on Sunday then to be observed on Monday); should holidays fall on Wednesday or Saturday, stores to be open the night previous, opening and closing hours to be as Wednesday and Saturday; at 6 o'clock p.m. on Monday, Tuesday, Thursday and Friday not specified above; at 9 o'clock p.m. Wednesday and at 9.30 o'clock p.m. Saturdays not specified above, save and excepting one week immediately preceding Christmas, during which week parties of the second part may close their stores at their own discretion.

At 12 o'clock m. Tuesdays during July and August and the three first Tuesdays in September, excepting the first Tuesday in July.

Each clerk to be given one day or its equivalent during the Brockton Fair.

The minimum weekly wage of a sales person shall be seven dollars (\$7.00), provided, however, this provision shall not be construed to affect apprentices in the millinery trade.

This agreement shall remain in force until March 1st, 1917. Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before expiration of the agreement, and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

Parties of the second part agree that no member of Local 605, above referred to, shall suffer any loss of wages on account of this agreement.

Parties of the second part agree that they will not use trading stamps, so-called.

It is further agreed by all parties that the interest of each shall be mutually taken care of and advanced, and that any violation of the foregoing stipulations shall be sufficient cause for the surrender of the Union Store Card.

Retail Clerks' International Protective Association,

By.....

.....

CLERKS — WHOLESALE WINE.

Agreement between the Wholesale Liquor Dealers of Worcester, and the Wholesale Wine Clerks' Union of Worcester, January 1, 1916 to January 1, 1919.

This agreement, made and entered into this.....day of.....
 191 by and between the Wholesale Liquor Dealers of Worcester, Mass., parties of the first part and the Wholesale Wine Clerks' Union of Worcester, Mass., parties of the second part.

WITNESSETH: —

ARTICLE I. This agreement shall go into effect January 1, 1916, and shall remain in effect until January 1, 1919.

ARTICLE II. SECTION 1. Fifty-six (56) hours shall constitute a week's work for clerks; the arrangement of hours to be left to mutual agreement between employers and employees.

SECTION 2. Fifty-four (54) hours shall constitute a week's work for rectifiers; the arrangement of hours to be left to mutual agreement between the employers and employees.

ARTICLE III. SECTION 1. All overtime shall be paid for at time and one-half the regular rate of wages. All labor performed on Sundays and legal holidays shall be paid for at double the regular rate of wages.

SECTION 2. Legal holidays shall be Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas, State and City Election Days.

Clerks — Wholesale Wine.

SECTION 3. A member shall not be requested to work on Labor Day. It is understood and agreed that members of local 843 shall be paid for all holidays. However, in weeks where holidays occur it is agreed that employees shall work 56 and 54 hours, respectively.

ARTICLE IV. SECTION 1. Members of this organization shall be known as Clerks and Rectifiers. Any member not designated as a "Rectifier" shall be classified and rated under the general term "Clerk."

SECTION 2. Any employee that acts as a clerk, or in any way does the work of a clerk, or any regular employee who may be designated to do work usually done by a clerk, shall come under the jurisdiction of this organization and must be a member thereof in accordance with constitution and by-laws of this union. It is understood and agreed, that all men working Saturdays and days before holidays shall be allowed to continue same, providing they file applications and are accepted into membership of local 843. It is also understood that they will continue the same work for one year, before they can accept a steady position.

SECTION 3. Any male employee whose work does not bring him under the compulsory jurisdiction of the party of the second part, may if he so desires, be admitted to membership in this Union in accordance with the Constitution and By-Laws.

ARTICLE V. SECTION 1. The minimum rate of wages for a full week's work (Clerks 56 hours and Rectifiers 54 hours), shall be: Clerks (one year's experience), \$17.00 until Jan. 1, 1918, \$18.00 from Jan. 1, 1918 to Jan. 1, 1919; new clerks, \$14.00 until Jan. 1, 1918, \$15.00 from Jan. 1, 1918 to Jan. 1, 1919; rectifiers, \$19.00 until Jan. 1, 1918, \$20.00 from Jan. 1, 1918 to Jan. 1, 1919; head rectifiers, \$25.00 until Jan. 1, 1918.

SECTION 2. It is agreed by the party of the first part that all men now in their employ receiving wages in excess of the minimum provided for in this agreement shall receive no reduction in their present rate of wages.

SECTION 3. If any additional temporary help as a helper or laborer is needed in rectifying room employers may designate clerks to act.

SECTION 4. A Head Rectifier is understood to be the man who makes prices and gives formulae.

ARTICLE VI. SECTION 1. Members to be considered regular employees must be employed at least one year at their present establishment.

SECTION 2. Men who have worked longest as temporary help shall be entitled to the first opportunity for regular employment.

SECTION 3. When business necessity requires the laying off of employees, the employer may arrange with the men to lay off impartially, and in turn, and no employee shall be allowed to work overtime while regular employees are laid off.

SECTION 4. The party of the first part hereby agrees not to discriminate in any manner whatsoever against any member of this Union who may be assigned to act in any capacity for this Union.

ARTICLE VII. All building repairing and work done about the premises shall be done by men belonging to the union of their respective craft, when such men are obtainable.

ARTICLE VIII. SECTION 1. The party of the first part hereby agrees to employ only members in good financial standing of the party of the second part, and further agrees when in need of men and unable through their own efforts to find members of this Union, to apply to the party of the second part, and if after twenty-four (24) hours the party of the second part is unable to supply men who have previously been employed by a wholesale liquor dealer of Worcester, Mass., the party of the first part shall be allowed to employ men who, if competent, shall become a party to this agreement.

SECTION 2. It is understood and agreed that the Union will furnish men that are trustworthy and competent; if not, the dealer will proceed as if the Union failed to furnish men within the required time.

Clerks — Wholesale Wine.

ARTICLE IX. Cases of grievances and differences between employers and employees, excepting the discharge of help, if same cannot be settled by representatives of the Union and the employer, shall be submitted to arbitration as hereinafter described. Within ten days after request for arbitration by either side a special committee consisting of five (5) members, two (2) appointed by the Employers, (2) appointed by the Union, these four (4) selecting the fifth, who shall neither be interested in the brewing or liquor industry nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said special committee or the State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared.

ARTICLE X. Sickness shall not be a cause for discharge. After recovering the employee shall resume his former position.

ARTICLE XI. SECTION 1. In the event of any change being desired by either party to this agreement, notice of said change shall be served on the other party between Jan. 1st and Jan. 15th; if no changes are desired, this agreement shall continue in force from year to year, subject to the same notice between Jan. 1st and Jan. 15th of each succeeding year.

SECTION 2. In the event of a new agreement being requested as per Sec. 1 of this Article, and if it is not accepted and signed at the expiration of this agreement, the members shall continue to work during negotiations, with the understanding that all conditions provided for in the new agreement shall date back to the expiration of this one.

ARTICLE XII. Members of Local 843 are not required to mop or scrub floors or clean windows.

ARTICLE XIII. No women shall be allowed to do any work that comes under the jurisdiction of Local 843.

ARTICLE XIV. To be considered a union house, a clerk or clerks of Local 843 must be employed, with the exception of the houses that come under the following clause. In stores, where the trade does not warrant the employment of a clerk, and where no clerk was employed previous to July 1, 1913, and where a member of Local 180 has been acting in the double capacity of clerk and driver, they may continue to do the same.

ARTICLE XV. It is agreed that all increases in wages under this agreement shall be made from January 1, 1916.

ARTICLE XVI. Out of work members shall be given preference of all extra work, excepting in stores that come under Art. 4, Sec. 2.

ARTICLE XVII. In case of promotion, the oldest member shall be given preference, providing he can qualify.

Signed Party First Part.....

Signed Party Second Part

Wholesale Wine Clerks' Union

COMPOSITORS.

Contract, Scale of Wages and Arbitration Agreement between the Boston Typothetae and Union Shop Employers not members of Boston Typothetae and Boston Typographical Union No. 13, April 1, 1916 to March 31, 1921.

CONTRACT AND SCALE OF WAGES APPLYING TO BOOK AND JOB SHOPS, WEEKLY NEWSPAPERS
AND SUBURBAN DAILY NEWSPAPER OFFICES.

CONTRACT.

Made and entered into this twenty-ninth day of March, 1916, by and between the Boston Typothetae, for....., through..... authorized representatives, the party of the first part, and Boston Typographical Union No. 13 (a subordinate union chartered by and under the jurisdiction of the International Typographical Union, whose headquarters are at Indianapolis, Indiana), by the officers duly authorized to act in its behalf, party of the second part:

WITNESSETH, That from and after April 1, 1916, and for a term ending March 31, 1921, and such reasonable time thereafter (not exceeding 60 days), as may be required for the negotiation of a new agreement, the establishment represented by the party of the first part agrees to employ as journeymen in its composing room none but members of Boston Typographical Union No. 13, and agrees to observe the conditions imposed by the Constitution and By-laws of the aforesaid organization, the Constitution and By-laws of the International Typographical Union (copies of which are hereunto attached and made part of this agreement), and the conditions and scale of wages accompanying this agreement. And it is further agreed that aforesaid Constitution and By-laws may be amended by said party of the second part; provided, however, that such change does not in any way conflict with the terms of the Scale of Wages appended and rules as set forth in this contract.

It is agreed by the said party of the second part, that, for and in consideration of the covenants entered into and agreed to by the said party of the first part, said party of the second part shall at all times during the life of this agreement, faithfully strive by all means within its power to furnish printers capable of performing the work required in the composing room of the party of the first part; provided, however, if the party of the second part is unable to furnish such help, the party of the first part may employ such other help as is needed provided they immediately make application for membership in Boston Typographical Union No. 13.

A joint standing committee of two representatives shall be appointed by each party to this agreement, and in case of vacancy, absence, or refusal of any such representative to act, another shall be appointed in his place, to whom shall be referred all questions which may arise as to the Scale of Wages and working conditions not specifically provided for in this contract.

Should the joint committee be unable to agree, within fifteen full working days after raising of issue, then the matter shall be referred to the Board of Arbitration as provided for in the Arbitration Agreement hereto appended.

Boston Typographical Union No. 13, reserves the right for its members to refuse to execute all struck work received from or destined for unfair printing employers or publications.

SCALE OF WAGES — DAY WORK.

SECTION 1. All journeymen employed on hand work, and proofreaders, shall receive the following rate of wages: From October 2, 1916 to July 1, 1918, not less than \$22.00 per week of 48 hours. On and after July 1, 1918, not less than \$23.00 per week of 48 hours.

SECTION 2. Operators and Machinists employed on Linotype, and all other typesetting or typecasting machines, except as provided for Monotype work in Section 3, shall receive the following rate of wages: From October 2, 1916 to July 1, 1918 not less than \$24.00 per

Compositors.

week of 48 hours. On and after July 1, 1918 not less than \$25.00 per week of 48 hours. Operators called off machines to perform other work shall receive machine rates when such services are for less than one week.

SECTION 3. Operators and machinists employed on Monotype Machines shall receive the following rate of wages: From October 2, 1916 to July 1, 1918 not less than \$22.00 per week of 48 hours. On and after July 1, 1918 not less than \$23.00 per week of 48 hours.

SECTION 4. Eight hours shall constitute a day's work. Provided that Chapels may, by agreement with employers, arrange for the Saturday half-holiday. Not more than 45 minutes shall be worked in excess of eight hours on any day for this purpose. All time worked in excess of above shall be paid for at overtime rates. When an office is closed all day Saturday (legal holidays occurring on Saturday excepted), all time worked in excess of eight hours on any day of same week shall be paid for as overtime.

SECTION 5. Any member employed less than a full week in an office whose employees work more than 8 hours a day to make up the Saturday half-holiday shall be paid overtime for all time worked in excess of 8 hours in any one day.

SECTION 6. The hours of labor shall be between 7.30 A.M. and 6.00 P.M., and shall be continuous, with the exception of the lunch time, which shall not be less than one-half hour nor more than one hour in length.

SECTION 7. All work done by day force after regular hours of labor shall be overtime, and shall be paid for at the rate of time and one-half per hour. After 12 o'clock (midnight) until 7.30 A.M., double time. All Sunday and legal holiday (which shall include June 17th) work shall be paid for at the rate of double time. Sunday and holiday overtime work shall be paid for at double overtime rates.

SECTION 8. When overtime amounting to one and one-half hours or more is worked, one-half hour shall be granted for lunch time, immediately after regular schedule. Such half-hour shall be paid for as overtime.

SECTION 9. Any journeyman, when employed for 3 days a week or less, shall be paid at the rate of \$0.25 per day in excess of the regular scale, and shall receive not less than a day's work of 8 hours.

SECTION 10. The scale for hand and monotype machine work may be opened for adjustment January 1, 1920, by either party to this agreement giving sixty days' notice prior to January 1, 1920.

SCALE OF WAGES — NIGHT WORK.

SECTION 1. Concerns working a regular night force shall pay for same at the rate of \$26.50 per week from October 2, 1916, to July 1, 1918; \$27.00 per week from July 1, 1918, to expiration of this agreement. Overtime shall be paid for at time and one-half. Existing hours to remain the same.

SECTION 2. The hours of labor shall be continuous with the exception of the lunch time, which shall not be less than one-half hour nor more than one hour in length.

SECTION 3. Not more than five hours overtime may be worked in any one shift at time and one-half. Extra time worked beyond five hours shall be paid for at the rate of double time.

SECTION 4. Any journeyman, when employed for 3 nights a week or less, shall be paid at the rate of \$0.25 per night in excess of the regular scale, and shall receive not less than a night's work.

GENERAL PROVISIONS.

SECTION 1. All work shall be on a time basis.

SECTION 2. All wages shall be paid weekly and in cash. Any journeyman who is discharged shall receive all money due immediately.

SECTION 3. When journeymen resign their positions or work less than a day or night

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through their own choice or by reason of illness they may be paid only for the actual time worked.

SECTION 4. Combination Operators on Monotype Machines and Machinist Operators on Linotype Machines shall receive not less than the regular Scale provided for Machine Operators and Machinists under the heading of Scale of Wages.

SECTION 5. On Monotype work a journeyman must be in charge of casters on each shift.

SECTION 6. Any member who by reason of advanced years or other causes may not be capable of producing an average amount of work may, by agreement between the employers and the Union, be employed at less price than is called for by the Scale.

SECTION 7. Journeymen learners on typesetting machines shall receive not less than \$15.00 per week for a period of 10 weeks; and an additional 5 weeks may be worked for not less than \$18.00 per week. At the expiration of such time they shall receive full rate of wages. The hours for learners shall be the same as those fixed for journeymen operators and no learner shall work more than 6 days in any one week.

SECTION 8. Employees shall strictly observe all reasonable rules of personal conduct adopted by their employers for observance in their shops. Said rules shall be conspicuously posted in the composing room.

SECTION 9. NEW AGREEMENT. — When a new wage scale and arbitration agreement are taken up they shall be negotiated by a joint committee representing Boston Typographical Union No. 13, Boston Typothetae and the Union Shop Employers not members of the Boston Typothetae.

APPRENTICE REGULATIONS.

Apprentices may be employed subject to the following regulations: —

(1) In offices employing three journeymen and up to ten, one apprentice; ten journeymen and under fifteen, two; fifteen journeymen and under thirty, three; thirty journeymen and under forty, four; forty or more journeymen at a proportion not exceeding one apprentice to every eight journeymen regularly employed. Provided that the Joint Apprentice Committee shall have full power and authority during the life of this agreement to increase or decrease the number of apprentices in any office. Offices employing less than three journeymen shall be permitted to employ an apprentice with the consent of the Joint Apprentice Committee.

(2) Apprentices shall not be less than sixteen years of age at the beginning of their apprenticeship, and shall serve a term of five years. The term of five years may be extended by the Joint Apprentice Committee when in its judgment conditions warrant an extension. All apprentices must be indentured and registered by Boston Typographical Union No. 13, the International Typographical Union and the.....

(3) In the first and second years an apprentice may be required to perform general work in the composing room, at the discretion of the foreman; in the third year an apprentice shall be employed at least four hours each day at composition and distribution; in the fourth year an apprentice shall be employed at least six hours each day at the intricate work of the trade; an apprentice in his fifth year shall be employed full time at the intricate work of the trade.

(4) The minimum scale of wages to be paid apprentices for the years stated shall be: Third year, first six months, \$10.00 and second six months \$11.00 per week; fourth year, first six months, \$12.00; second six months, \$14.00 per week; fifth year, first six months, \$16.00; second six months, \$18.00 per week.

(5) At the completion of the second year of their apprenticeship all apprentices, if competent, must be admitted as apprentice members of the union, and the Joint Apprentice Committee shall protect them against unfair discrimination and discharge.

Compositors.

(6) Beginning with the third year of apprenticeship the Secretary of Boston Typographical Union No. 13 shall grant the apprentice a card indorsed for each year's service.

(7) During the last six months of the fifth year of apprenticeship an apprentice may be permitted to learn the operation of typesetting and typecasting machines, and in such case shall be given opportunity to acquire knowledge of all classes of work on such machines.

(8) In no instance shall an apprentice be allowed to work overtime, except with regular journeymen.

JOINT APPRENTICE COMMITTEE.

A Joint Apprentice Committee, composed of two representatives of the....., and two members of Boston Typographical Union No. 13, shall be formed.

This committee shall see to it that all apprentices, before being indentured and registered, possess a complete grammar school education or its equivalent and are able to read manuscript intelligently.

The committee shall devise ways and means for the further education of the apprentice by continuation study, either in time off during the day or in night classes, at no loss of time to the apprentice.

The committee can require the apprentice to take a reasonable amount of home study so as to prepare himself for examination at the end of each period of his apprenticeship.

The committee shall outline the grade and classes of work apprentices shall follow from period to period, and shall require apprentices to appear for examination at the end of each period of their apprenticeship in order to qualify for increased wages as provided herein.

It shall be the duty of the employer to see that proper instruction is given to all apprentices whom he may employ in accordance with the recommendation of the Joint Apprentice Committee.

It shall also be the duty of the foreman and journeymen to teach apprentices the printing business, and the duty of the Joint Apprentice Committee to see that this is done. An apprentice may appeal to the Joint Apprentice Committee if he deems an injustice is done him.

The committee shall have full power and authority any time during the term of apprenticeship to cancel the indenture papers of an apprentice who does not show aptitude and proper qualifications for the work. Apprentices cannot leave the office of one employer and accept work in the office of another employer without the written consent of the Joint Apprentice Committee.

SANITARY REGULATIONS.

SECTION 1. All composing rooms shall be kept in a cleanly state and free from affluvia arising from any drain, lavatory, or other nuisance, and shall be provided, within reasonable access, with a sufficient number of toilet appurtenances for the use of persons employed therein.

SECTION 2. Composing rooms shall be so ventilated while work is carried on therein that the air shall not become so exhausted as to be injurious to the health of the persons employed therein, and shall be so ventilated as to render harmless so far as possible, all gases, vapors, dust or other injurious impurities generated in the course of the work carried on therein.

SECTION 3. Melting and refining pots (if located in the composing room), shall be hooded, piped and connected so as to carry off gases or vitiated air.

SECTION 4. Upon complaint of employees of any office that the operation of the Linotype or other typesetting machines or other causes, render a composing room unsanitary,

Compositors.

the complaint shall be considered and the remedy determined by duly agreed representatives of the parties of this agreement.

Signed for

Signed for Boston Typographical Union
No. 13 by

.....

.....

President.

By

.....

Approved by.....

Secretary.

Chairman Boston Typothetae.

.....

Approved by.....

President I. T. U.

ARBITRATION AGREEMENT BETWEEN THE BOSTON TYPOTHETAE AND BOSTON TYPOGRAPHICAL UNION No. 13.

It is agreed between the Boston Typothetae, by.....

constituting the duly authorized committee to act in its behalf, and the Boston Typographical Union No. 13, by.....

constituting the duly authorized committee to act in its behalf as follows:—

On and after April 1, 1916, and until March 31, 1921, any member of the Boston Typothetae who is conducting a union composing room, and has entered into a wage scale agreement with Boston Typographical Union No. 13, shall be entitled to arbitration as set forth in the following agreement.

ARBITRATION AGREEMENT.

(A) In order to insure undisturbed peace in composing rooms and to promote prosperity in the printing industry and harmonious relations between employer and employes, it is hereby agreed by and between the employer whose signature appears below, Boston Typothetae, and Boston Typographical Union No. 13, by its president, that all differences and disagreements, affecting wages, hours and working conditions, arising between said employer and the members of said Typographical Union in his employ shall be settled by arbitration under the rules of the Code of Procedure herein set forth and hereto subjoined, when an amicable agreement cannot be reached by said employer or his representatives and the representatives of said Typographical Union.

(B) The laws of Boston Typographical Union No. 13 and Boston Typothetae, not affecting wages, hours, and working conditions, and the laws of the International Typographical Union and United Typothetae and Franklin Clubs of America, copies of which are appended hereto, and any proposition seeking to lengthen the working day to more than 8 hours, or 48 hours per week, shall not be subject to the provisions of this arbitration agreement. Provided that international or local laws enacted subsequent to the execution of this agreement or a local scale contract, shall not affect either contract during its life unless mutually accepted by the parties to this agreement.

(C) It is expressly agreed (1) by the said Typographical Union that all work performed by its members in the composing room of the employer shall continue without interruption pending proceedings looking to conciliation and arbitration; and (2) by the employer that the employment of members of the Typographical Union, the wages, hours of labor and working conditions prevailing in the composing room at the time the difference arises shall be preserved unchanged until a final decision of the matter at issue shall be reached.

Compositors.

(D) All differences which cannot be settled by conciliation shall be referred to arbitration in the manner stipulated in this agreement.

(E) All differences arising under an existing written contract, or an oral understanding, which involve the application of this arbitration agreement, the Code of Procedure, or any clause or clauses in contracts, or the interpretation to be placed upon any part or parts, of any agreements, which cannot be settled by conciliation; and all disagreements arising in negotiations for a new scale of wages, or for hours of labor, or in renewing or extending an existing scale, or in respect to a contract, which cannot be settled by conciliation, shall be referred to a board of arbitration.

(F) The award of the board of arbitration shall in all cases include a determination of all issues involved; it shall cover the full period between the raising of the issues and their final settlement; any change in the wage scale may be made effective from the date the issue first arose at the discretion of the board. An award by a majority of the board shall be final, and shall be accepted as such by the parties to the dispute except as provided for in paragraphs (G) and (H).

(G) If either party to this agreement shall be dissatisfied with the decision of the board of arbitration, and is convinced that the decision was reached through a misunderstanding of some point or points involved in the controversy, or for gross error, application for a rehearing on the point or points concerned may be made to the board of arbitration, but notice thereof must be given to the other party in writing, stating the grounds on which said application for rehearing is based, within ten days after the rendition of the board's decision. The board shall meet within ten days after receiving such application for rehearing and shall review the points made therein and the answer of the other party, if any, and if deemed meritorious shall summon both parties before it for reargument within ten days from the time of said review. If not deemed meritorious, it shall so inform both parties in writing within three days, and the award shall stand.

(H) If misconduct, fraud or collusion is charged against the board by either party, notice thereof shall be given in writing to the other party within ten days after the award has been rendered, stating the nature of the misconduct, fraud or collusion. A new board shall then be selected within twenty days after such notice has been given, and a hearing of the charge shall be had by the new board within ten days after its selection. If the charge is sustained by the board, it shall notify both parties in writing within three days, and shall reopen and proceed with a retrial of the case within ten days after giving such notice. If the charge is not sustained, it shall so notify both parties in writing within three days, and the previous award shall stand.

(I) All expenses of the board of arbitration shall be divided equally between both parties to the controversy. The expenses of the parties to the arbitration shall be borne by themselves, and no expense incurred by one party shall be chargeable to the other party.

(J) It is agreed that an earnest and faithful effort at conciliation shall be made by both parties before arbitration is proposed. Failing in such efforts, arbitration shall be had forthwith.

(K) It is expressly understood that nothing herein contained shall prevent the negotiation of new scales of wages by either party to supersede scales of wages that may have expired or are about to expire or for other agreements, during the period covered by this contract; and, in the event of inability to agree on new scales of wages, this shall also be settled by arbitration.

(L) This agreement shall be in force and effect from and after April 1, 1916, and shall continue in force and effect until March 31, 1921, and at the expiration of said period of five years shall be renewed for another period of five years unless notice of termination is given by either party to the other one year before the expiration of the period for which this

contract is signed; and it is also understood that amendments may be made hereto at the end of each five-year period.

Dated at Boston, Mass.,....., 191.....

Signed for

Signed for Boston Typographical Union No.
13.

President.

Secretary.

Approved by.....

Chairman Boston Typothetac.

Approved by.....

President I. T. U.

CODE OF PROCEDURE.

SECTION 1. The two parties in interest must have a conference as soon as possible and not later than fifteen days after an issue is raised, at which conference (or continuations thereof) every effort to agree shall be made. The party upon whom the original demand is made may present a counter proposition, provided it be submitted, in writing and in detail, which counter proposition shall be submitted as soon as possible, and in any event within the same period of fifteen days. In case the two parties cannot agree, their differences shall be submitted to arbitration.

SECTION 2. (a) The Board of arbitration shall consist of five members, two of whom shall be named by each side, the four so named shall select the fifth member, who shall be a disinterested person and act as chairman of the board. All members of this Board must have residence or be employed, or be engaged in business within a 20-mile radius of the Massachusetts State House.

(b) The board as thus constituted shall select a secretary from among its members.

(c) The chairman of the board shall preside, put motions, etc., and shall be entitled to vote on all propositions which may properly come before the board in open session. He shall declare a motion carried only when at least three of the arbitrators shall have voted affirmatively thereon.

(d) At the conclusion of the hearing the chairman shall retire, and the other members of the board shall go into executive session and immediately take up a consideration of the issues involved. If in executive session a tie vote occurs on any proposition, or if there are any differences, questions or propositions which do not receive the votes of three of the four original members of the board, the chairman shall cast the deciding votes on all unsettled questions or propositions.

SECTION 3. After the board of arbitration has been organized it shall proceed forthwith to conduct its hearings under the following rules:

(a) It may demand duplicate typewritten statements of grievances.

(b) It may examine all parties involved in any differences referred to it for adjudication.

(c) It may require affidavits on all disputed points.

(d) It may employ such stenographers, etc., as may be necessary to facilitate business, and to provide a record for use in the event of an application for rehearing or retrial, as provided for in paragraphs (G) and (H) of the agreement.

(e) Equal opportunity shall be allowed for presentation of evidence and argument.

(f) In event of either party to the dispute refusing to appear or present its case after due notice, it may be adjudged in default, and decision shall then be rendered against such party.

(g) All evidence communicated to the board in confidence shall be preserved inviolate,

Compositors.

and no record of such evidence shall be kept, except for use on reargument or retrial, and shall be destroyed immediately if application for either is not made within ten days.

(h) The party making the original demand shall have the right to present its case and evidence without interruption, excepting that when oral evidence is introduced cross-examination of witnesses shall be allowed. The opposing party shall have the same right in turn. The first party shall then have the right to present evidence strictly in rebuttal and the opposing party shall be allowed to present counter evidence strictly in surrebuttal. When objection is made by either party to the admission of any evidence offered by the other party, the board by vote shall decide as to the admissibility of the evidence in question.

(i) In case of the inability of either side to present evidence at the moment, the order may be varied to the extent of allowing such evidence to be presented at such session as may be agreed upon by the parties to the controversy or as may be ordered by the board of arbitration.

(j) No evidence shall be received or considered that was not presented at a regular open session of the board, except that it shall be allowable for the members of the board, in any case, to visit any office to see the operation of labor therein, or for any other necessary purpose to aid in arriving at a just decision.

(k) Oral arguments may be limited to two speeches on each side, after all evidence has been presented. Written pleadings, instead of oral arguments, shall be allowed whenever ordered by the board of arbitration.

(l) There shall be an agreement by at least a majority of the members of the board as to the exact time and place of hearing, of which both parties shall be notified in season. The session shall be continuous, except for necessary intermissions, until the hearing is concluded.

SECTION 4. (a) When a hearing is concluded the board shall, without unnecessary delay, and as set forth in Section 2, paragraph (d) of this code, go into executive session, from which all persons shall be excluded, for the determination of its award. In its deliberation the transcript of the stenographic report, if any, shall be accepted as the best evidence of what occurred at the hearing, unless it be shown that gross errors exist in said manuscript. Should the four members be unable to decide upon the award, the chairman shall cast the deciding vote.

(b) The award of the board must be formulated and signed by all members thereof at a regular executive session, after there has been full opportunity for consideration and discussion, the date and time of such session having previously been determined at a full meeting of the board.

(c) If any member of the board dissents from the award, and wishes to file a dissenting opinion, he shall give immediate notice to that effect, and shall, within forty-eight hours after the award has been decided upon, formulate his reasons for dissenting. Such dissenting opinion, when signed and presented to the secretary, must be attached to the award.

SECTION 5. The board shall not be compelled to set forth its reasons for making the award, but may do so in the written award only. In framing its award the findings shall be expressed in detail, to the end that no misunderstanding shall afterward occur.

SECTION 6. Further rules governing hearings may be adopted by the board as necessity requires; provided, such rules are in harmony with the spirit and intent of this agreement.

It is mutually understood that if any arbitration agreement should be negotiated between the United Typothetae and Franklin Clubs of America, and the International Typographical Union, such agreement shall supersede this joint contract of April 1, 1916, and shall continue for the balance of this agreement.

Compositors.

Scale and Agreement between Boston Daily Newspapers and Typographical Union No. 13. — In effect November 16, 1916.

NEWSPAPER SCALE.

SECTION 1. In offices parties to this agreement, none but journeymen members of Typographical Union No. 13, shall be employed, except as provided in the Apprentice Agreement.

HOURS OF WORK.

SECTION 2. All work, whether done by machine or hand, shall be on a time basis, as follows: Not less than forty-two hours shall constitute a week's work. Not less than six nor more than eight hours shall constitute a day's work or a night's work. All regulars shall be scheduled weekly. All hours over eight in one day or one night, or over forty-two in one week, shall be counted as overtime. No regular shall be scheduled to start regular work sooner than twelve (12) hours after stopping regular work, except in emergencies. Six days at day work or six days at night work shall constitute a situation, and no situation of a less number of days shall be allowed. All time shall belong to the office for any work pertaining to the composing room.

SUNDAY DAY WORK.

SECTION 3. A day's work on Sunday shall consist of six consecutive hours, excepting lunch time, which shall not exceed thirty minutes and shall not be counted as office time. The hours for Sunday day work shall be between 7 A.M. and 6 P.M. The pay shall be the same as for seven hours of regular time. When a member works in one office Saturday night and Sunday day or Sunday day and Sunday night, the Sunday day work shall be paid for at double price.

NIGHT WORK.

SECTION 4. The hours of night work shall be between 5 P.M. and 5 A.M. The pay for work done during night hours shall be not less than seventy-two cents per hour.

DAY WORK.

SECTION 5. The hours of day work shall be between 7.30 A.M. and 6.30 P.M. The pay for work done during day hours shall be not less than sixty-eight cents per hour.

LOBSTER SHIFT.

SECTION 6. When necessary, owing to the exigencies of business, there may be arranged a special shift of seven hours extending from day to night or from night to day. The pay for such work shall be seventy-seven cents per hour.

OVERTIME RATE.

SECTION 7. Overtime shall be paid for at the rate of eighty-seven cents per hour for day work, and ninety-two cents per hour for night work.

LUNCH.

SECTION 8. The hours of labor shall be continuous, with the exception of an intermission of not less than thirty minutes nor more than forty-five minutes for lunch, which shall not be counted as office time. No member of the union shall be kept at work more

Compositors.

than *five* hours without lunch time. When two hours of overtime have been worked after the regular schedule and five hours have elapsed since the previous lunch a second lunch time shall be allowed. At least fifteen minutes must be allowed for lunch, and where less than thirty minutes are allowed it shall be counted as office time.

EXTRAS AND SUBSTITUTES.

SECTION 9. Extra help when employed for not more than three days in one week shall be given not less than seven consecutive hours each day (except as provided for luncheon). An extra's hours may be extended from day to night, or from night to day, but in such case his pay shall be at the night rate. When more than three days are worked by an extra, the hours may be regulated as provided for in Sections 2 and 8. On extra work, all hours over eight in one day, or over forty-two in one week, shall be counted as overtime.

SECTION 10. No employe of the composing room who desires to lay off shall be compelled to work when a competent substitute can be had. Employes shall put on their own substitutes from the floor of the office. The foreman shall be the judge of the competency of the substitute.

OVERTIME.

SECTION 11. When a member accumulates a full day's overtime in a newspaper office he shall take a day off within the next financial week and put on a substitute. No member working in the chapel is exempt from taking his overtime off except the superintendent, the foreman of each shift and desk ad. men on each shift employed exclusively as desk ad. men.

SECTION 12. Notice that overtime is required shall be given within ten minutes after "Good day" or "Good night" has been called. Otherwise one dollar in addition to regular overtime shall be paid.

MATRICES, CUTS AND PICK-UPS.

SECTION 13. All type matter in local financial, local amusement or local retail store advertising, when mats or plates are furnished the office instead of copy, shall be set within three working days of publication. It is understood that this rule does not apply to advertising of general advertisers who sell their product through their own branch stores in this and other cities. No paper shall give or transfer a matrix of an advertisement other than a cut, and then only to signers of this scale. No matter used in the columns of a paper using machines shall be transferred or sold to any other newspaper office, and no work shall be done for any office on strike.

SECTION 14. The office is entitled to all "pick-ups" of any character whatsoever. Matter once paid for shall always remain the property of the office. "Kill" marks shall not deprive the office of "pick-ups."

MACHINE APPRENTICES AND TENDERS.

SECTION 15. No journeyman shall be eligible as an apprentice on machines who is not a member of Typographical Union No. 13. The term of apprenticeship on machines shall be twelve consecutive weeks, and the compensation sixteen dollars per week. When the product is not used members may learn to operate without learners' wages.

SECTION 16. The machine-tender shall have no control over the operator.

Compositors.**DISCHARGE AND DISCRIMINATION.**

SECTION 17. No office giving out extra work shall discriminate against competent members of the union making application.

No member who has been discharged for cause shall be eligible for work, except at option of office.

SECTION 18. The foreman shall be the judge of the competency and general fitness of any member applying for work.

LOCAL JOINT BOARD.

SECTION 19. When the discharge of a member is contested by the union, and the matter cannot be settled by a conference between representatives of the union and the office, the contention shall be referred to a Local Joint Board composed of three representatives of the employers and three representatives of the union. After considering all of the evidence in connection with the reason assigned for discharge, effort at agreement shall be made, and if a decision is reached it shall be final, and shall be so accepted by both parties to the controversy. If agreement cannot be reached the Local Joint Board shall select a seventh member, and the decision of the Board as thus made up shall be final. Should the Local Joint Board fail to agree on an odd man he shall be selected by the Supreme Justice of the Supreme Court of Massachusetts.

SECTION 20. Any situation holder absenting himself from work for a period of ninety days shall be forthwith notified by the foreman through the chairman that failure to return to work within ten days from date of such notice will vacate his situation. He shall not be eligible for another ninety-day absence until after he has worked sixteen continuous regular working days. This section shall not apply in cases of illness or the performance of work for the union.

APPRENTICES.

SECTION 21. Apprentices may be employed subject to the following regulations:—

(1) One apprentice to every fifteen (15) journeymen, or major fraction thereof regularly employed; the number of apprentices in any office not to exceed four (4), except that when an apprentice enters his fifth year the office may employ another apprentice, and except that the Joint Apprentice Committee shall have the power to arrange so that each office having the maximum number of apprentices shall have at all times at least one apprentice in each year of service.

(2) Apprentices shall not be less than sixteen years of age at the beginning of their apprenticeship, and shall serve a term of five years. The term of five years may be extended by the Joint Apprentice Committee when in its judgment conditions warrant an extension. All apprentices must be enrolled by Boston Typographical Union No. 13 and the International Typographical Union.

(3) During the first two years an apprentice may be required to perform general work in the composing room at the discretion of the foreman. During the third, fourth and fifth year an apprentice must be given instruction and devote all his time to acquiring knowledge of all the intricate work of the trade.

(4) During the third and fourth year apprentices must be employed in the Ad Room at the general work of that department. During the first three months of the fifth year they must be employed on the make-up. During the second three months of the fifth year they must be employed in the proofroom at the general work of that department. During the last six months of the last year of apprenticeship the apprentice shall be permitted to learn the operation of type-setting and type-casting machines, and must be given opportunity to acquire knowledge of all classes of work on such machines.

Compositors.

(5) When lumpers or office boys are needed in a composing room, those employed shall be classified as such. Lumpers or office boys shall not be eligible to an apprenticeship unless they have qualified before the Joint Apprentice Committee. Lumpers or office boys shall not be permitted to set or distribute type, make up or break up type matter or forms, lead or unlead matter, correct proofs, lock or unlock forms, operate machines, or distribute leads, slugs or rules; but lumpers or office boys may handle leads, slugs or rules by taking them from casting machines, or any original source, and placing them in general sort racks, said racks to be located at the convenience of the office.

(6) The minimum scale of wages to be paid apprentices for the years stated shall be:—

DAY WORK.

Third Year,	.	.	.	.	.	.	.	\$15.00 per week
Fourth Year,	.	.	.	.	.	.	.	18.00 per week
Fifth Year,	.	.	.	.	.	.	.	21.00 per week

NIGHT WORK.

Third Year,	.	.	.	.	.	.	.	\$16.00 per week
Fourth Year,	.	.	.	.	.	.	.	19.00 per week
Fifth Year,	.	.	.	.	.	.	.	22.00 per week

(7) In no instance shall an apprentice be allowed to work overtime.

(8) At the completion of the second year of their apprenticeship all apprentices, if competent, must be admitted as apprentice members of the Union, and shall be protected against unfair discrimination and discharge, the same as if they were journeymen. All contested discharge and discrimination cases covering apprentices beginning with the third year of their apprenticeship shall be settled under the terms provided in Sec. 19 of the agreement between the Boston Daily Papers and Typographical Union No. 13.

(9) Beginning with the third year of apprenticeship the Secretary of Boston Typographical Union No. 13 shall grant the apprentice a card indorsed for each year's service.

JOINT APPRENTICE COMMITTEE.

A Joint Apprentice Committee, composed of two representatives of the Boston Daily Newspapers and two members of Boston Typographical Union No. 13 shall be formed.

This committee shall see to it that all apprentices before being enrolled, possess a Grammar School education or its equivalent and are able to read manuscript intelligently.

The committee shall devise ways and means for the further education of the apprentice by continuation study.

The committee shall require that apprentices, beginning with the last eighteen (18) months of their apprenticeship, complete the International Typographical Union Course of Instruction in Printing. Beginning with the first week of the third year every apprentice shall pay to the Secretary of the Union the sum of fifty (50) cents a week for a period of fifty (50) weeks for the purpose of paying for the International Typographical Union Course in Printing.

Apprentices working days shall spend at least one evening a week, and apprentices working nights at least one afternoon a week in academic and mechanical instruction, at a school to be agreed upon by the Joint Apprentice Committee.

The committee may require the apprentice to take a reasonable amount of home study so as to prepare himself for examination at the end of each period of his apprenticeship.

Apprentices shall be required to appear before the Joint Committee at the end of each period in order to qualify for increased wages and further advancement, as provided in the agreement.

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It shall be the duty of the employer to see that proper instruction, in accordance with the recommendation of the Joint Apprentice Committee, is given to all apprentices whom he may employ.

It shall also be the duty of the foreman and journeymen to teach apprentices the printing business, and the duty of the Joint Apprentice Committee to see that this is done. An apprentice may appeal to the Joint Apprentice Committee if he deems an injustice is done him.

The Committee shall have full power and authority any time during the term of apprenticeship to cancel the apprenticeship of an apprentice who does not show aptitude and proper qualifications for the work. Apprentices cannot leave the office of one employer and accept work in the office of another employer without the written consent of the Joint Apprentice Committee.

INTERPRETATION.

SECTION 22. Any question regarding the interpretation of any section under this scale shall be referred for settlement to a joint committee of publishers and union, it being the intent of this section that each section of the scale shall be interpreted alike in all offices.

TERM OF AGREEMENT.

SECTION 23. This agreement shall be for one year from November 16, 1916, and thereafter continuous, running from year to year, and can only be changed by Boston Daily Newspapers or Typographical Union No. 13, giving written notice of any proposed change, including details, sixty (60) days prior to November 15, of any year, such changes, when agreed upon or awarded, to take effect as of November 16th.

ARBITRATION.

All difference arising under this scale or the interpretation of any clause or clauses of it and differences relative to a new agreement shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Typographical Union, and Section 19 of this Agreement.

The above scale, agreed to by the Boston Daily Newspapers, representing the Advertiser Newspaper Co., the Globe Newspaper Co., Boston Publishing Co., Journal Newspaper Co., Post Publishing Co., and New England Newspaper Publishing Co., is hereby signed in triplicate by the authorized officers of the various newspaper corporations and by the President of Typographical Union No. 13, duly authorized to represent that organization.

Boston Typographical Union No. 13, by.....	<i>President.</i>
Advertiser Newspaper Co., by.....	
The Globe Newspaper Co., by.....	<i>Treasurer.</i>
Boston Publishing Co., by.....	<i>Treasurer.</i>
Journal Newspaper Co., by.....	<i>President.</i>
Post Publishing Co., by.....	<i>President.</i>
New England Newspaper Publishing Co., by.....	<i>Treasurer.</i>

COOPERS.

Agreement between Boston Brewers and Local No. 89, Coopers' International Union. — In effect June 5, 1916.

ARTICLE 1. That said Coopers' Local Union 89, shall submit to the Brewers a list of all the fair or Union shops manufacturing cooperage for the use of said Brewers, and in the event of said Brewers not being able to obtain the necessary cooperage from said union shops enumerated upon schedule presented, then said Brewers may supply themselves with cooperage from any Cooperage Company, union or otherwise, who may be able to deliver the goods for the necessities of said Brewers.

ARTICLE 2. Due notice shall be given of any purchase when made from other than union manufacturers.

ARTICLE 3. The minimum rate of wages shall be \$26.50 per week, and overtime at the rate of time and one-half and double time for Sundays and holidays. It is also hereby agreed that eight hours shall constitute a day's work, whether it be eight in ten, or eight in nine, except in the months of June, July and August, when the following agreement of the half-holidays shall prevail.

1st. Men to take afternoons off at the selection of the employer, and the number of men to go to be left to the discretion of the employer, but a half-holiday shall be granted in each week without loss of pay.

2nd. In the Breweries where only one man is employed, if through an emergency a cooper is requested to work a full week of forty-eight (48) hours, he shall be given a full day off during the following week or paid one and one-half ($1\frac{1}{2}$) time for the extra four hours.

3rd. In the event of the absence of a cooper where only one man is employed, the firm shall have the right to use any means against loss or waste.

ARTICLE 4. Any brewery workman within or around the brewery in cases of emergency will have the right to drive hoops or do any other necessary work for the protection of the brewer against loss or waste, it being understood and agreed that in the test of packages the brewers may also employ any means suited to their purpose, but shall not employ any means in the testing of new or re-coopered packages except in the presence of or with the assistance of a cooper.

ARTICLE 5. It is also further agreed that coopers have no limit as to the amount of work or the number of packages to be done or handled by them daily but they are to continue with reasonable effort during the 8 hours set apart for work as aforesaid.

ARTICLE 6. This contract is to remain in force for three years from date.

For Local No. 89.

For the Brewers.

.....

Approved by the General Executive Board of the Coopers' International Union of America, this 27th day of April, 1916.

.....
 (International Secretary Treasurer.)

COPPERSMITHS.

Agreement between Coppersmiths Union No. 92 of the Amalgamated Sheet Metal Workers International Alliance and Master Coppersmiths of Boston and Vicinity, August 1, 1917 to August 1, 1918.

This indenture made and entered into this first day of August, 1917, by and between Local 92, Coppersmiths Union of Boston and Vicinity of the Amalgamated Sheet Metal Workers International Alliance, hereinafter called the party of the first part, and the undersigned Master Coppersmiths of Boston and Vicinity, hereinafter called the party of the second part, and to take effect on the first day of August, 1917, and to remain in force for a period of one year or until the first day of August, 1918, each party to be bound and to abide both in letter and print by the terms and conditions of said compact,

WITNESSETH:

ARTICLE I.

The following shall be considered as Coppersmith work: Forming, brazing and hammering of pipes, bending and erection of all copper and brass piping, necks and bends, ventilating tanks, brew kettles and jacket kettles, vacuum pans, stills, coils, evaporation clarifier extraction, and all sheet copper and brass work that requires brazing and working; also repairing said articles and all coppersmith work pertaining to the coppersmith trade.

ARTICLE II.

SECTION 1. The minimum rate of wages for Journeymen shall be sixty-two and one-half (62½) cents per hour.

SECTION 2. Forty-eight (48) hours shall constitute a week's work. The hours to be from 7.20 A.M. to 12.00 noon and from 1.00 to 5.00 P.M., the first five days and on Saturday the hours to be from 7.20 A.M. to 12.00 noon.

SECTION 3. All work performed outside of the above hours shall be considered overtime, and shall be paid for at double the rate specified above.

ARTICLE III.

Men will be allowed travelling time to and from outside work the first six days. After said time has expired the men will be required to work the full eight hours per day, for which there shall be no travelling time allowed.

ARTICLE IV.

Employers are to be allowed one apprentice to every six Journeymen, or two apprentices to nine Journeymen.

ARTICLE V.

Preference of employment shall be given to members whose cards are deposited in Local 92, or to those who are willing to become members thereof.

ARTICLE VI.

SECTION 1. All work performed on legal holidays or days observed as such are to be paid for at the rate of double time.

SECTION 2. No Coppersmith shall work on Labor Day unless necessary.

Coppersmiths.**ARTICLE VII.**

It is further agreed by both parties that all differences or disputes of every kind that may hereafter arise between the parties to this contract during the period of its duration shall be arbitrated by a committee of five, and such committee to be known as an Arbitration Board.

The parties hereto shall appoint two persons, and they shall elect an outside person acceptable to both parties the expenses of such Arbitration Board to be paid by the party of the first part or the party of the second part who may lose.

ARTICLE VIII.

Should either of the parties to this agreement wish to alter or amend the same they shall be required to give thirty (30) days' notice in writing prior to the expiration of this agreement.

ARTICLE IX.

No member shall be requested to work on any job or building where a strike is on, or where a strike has been called.

ARTICLE X.

Notice. Article 13 of the Constitution of the Amalgamated Sheet Metal Workers International Alliance.

SECTION 12. Each Local Union of the International Alliance is guaranteed its own trade autonomy along these lines — That all work done in the jurisdiction of any Local Union of the International Alliance shall be done under the conditions prevailing in the locality where the Local Union of the International Alliance has jurisdiction, providing such conditions are as good or better than the conditions established by the Local Union of the International Alliance in the vicinity where the work is to be erected, and all material manufactured in the jurisdiction of one Local Union to be erected in the jurisdiction of another Local Union shall be made under as good conditions in every respect as have been established by the Local Union of the International Alliance having jurisdiction in the vicinity where the work is to be erected.

.....

CUTTING DIE AND CUTTER MAKERS.

Agreement between Local No. 307, International Union of Cutting Die and Cutter Makers, of Brockton, and Employers. — In effect January 1, 1911.

Agreement entered into this first day of January, 1911, by and between.....
 Die and Cutter Manufacturer of..... hereinafter
 known as Employer, and Cutting Die and Cutter Makers Union hereinafter known as
 Union, WITNESSETH:

ARTICLE I.

It is agreed that none but members of above named Union, in good standing, shall be employed at our craft, except one man who shall be known as the Employer, who has full power to hire and discharge help.

Cutting Die and Cutter Makers.

ARTICLE II.

All Stockholders employed in a firm or corporation working at this craft must belong to the Union.

ARTICLE III.

That Representatives of said Union shall have access to the factory during the noon hour only, if provided with the proper credentials.

ARTICLE IV.

There shall be a shop Steward in each factory, appointed by the Union, who shall be the intermediary between the Employer and the Employee in matters pertaining to the Union.

ARTICLE V.

Any member becoming expelled from the Union shall be discharged upon request of the Local Union.

ARTICLE VI.

That forty-eight (48) hours shall constitute a week's work and that no shop shall be allowed to work more than five (5) of the forty-eight (48) hours on Saturday (the rest of the week to be decided by the Local).

All hours over the regular working hours shall be called overtime.

ARTICLE VII.

That time and one-half shall be paid for overtime and double time for Sundays and Legal Holidays, but under no circumstances will the members be allowed to work on Labor Day.

ARTICLE VIII.

At all times work must be divided equally in the respective branches of the trade as near as possible between all men working in the shop.

ARTICLE IX.

All conditions of Labor which cannot be mutually agreed upon by the parties of this agreement shall be submitted for settlement to the Local Executive Board, however, if the trouble cannot be settled satisfactory to both parties the International Union shall be empowered to act according to Constitution.

ARTICLE X.

No piece work shall be allowed and no individual member agreement shall be made or renewed between the Employer and the Employee.

ARTICLE XI.

No person shall be allowed to work at the craft by this Union for less than Ten Dollars (\$10.00) per week of forty-eight (48) hours.

Cutting Die and Cutter Makers.**ARTICLE XII.**

A sympathetic strike to protect Union principles shall not be construed as a violation of this Agreement.

ARTICLE XIII.

That one Apprentice under sixteen (16) years of age shall be allowed for each ten journeymen employed in a shop.

ARTICLE XIV.

The Employer shall not be allowed to work more hours than the schedule inserted in Contract to produce dies and he shall not be allowed to work on dies when the members are laid off.

ARTICLE XV.

This Agreement shall remain in force indefinitely. If either party wishes to annul or amend this Contract, they shall give a written notice of thirty days to the other party.

By

[Seal.]

For the Employer.

By

For the Union.

Amendment to Articles 1 and 2 of Contract.

It is agreed that none but members of above named Union in good standing, shall be employed at our craft in the firm known as..... except..... who shall be known by Local No..... as the Employers. All men working in the shop except the above named shall belong to the Union.

ELECTRICAL WORKERS.

Agreement between Electrical Contractors and Local No. 96, International Brotherhood of Electrical Workers, of Worcester and Vicinity, May 1, 1916 to May 1, 1919.

This agreement, made and entered into this.....day of..... 191....., by and between.....Electrical Contractor, party of the first part, and Local 96 of the International Brotherhood of Electrical Workers, party of the second part, hereinafter called the party of the first part or contractor, and the party of the second part or Local.

WITNESSETH —

That the parties hereby agree to and with each other as follows:

ARTICLE I.

This agreement shall go into effect May 1, 1916, or upon acceptance and shall remain in effect until May 1, 1919.

ARTICLE II.

SECTION 1. Forty-four (44) hours shall constitute a week's work to be performed between 8 A.M. and 5 P.M. on the first five working days of the week, and between 8 A.M. and 12 noon on Saturday.

SECTION 2. Contractors shall be responsible for all tools and stock lost on job, unless they provide a suitable locker for the safe keeping of same.

Electrical Workers.**ARTICLE III.**

SECTION 1. Any labor performed after 5 P.M. and until 7 P.M. shall be paid for at the rate of time and one-half. All work performed after 7 P.M. shall be paid for at double the regular rate. Also all work performed on Saturday afternoons, Sundays and legal holidays shall be paid for at double the regular rate.

SECTION 2. Legal holidays shall be Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas, as well as any day set apart by the President of the United States of America or the Governor of Massachusetts as a holiday.

Members shall not be required to work on Labor Day except in cases of extreme emergency.

ARTICLE IV.

SECTION 1. All workmen shall report at job, ready for work, at 8 A.M. on all jobs within the city limits, unless ordered to report at the shop for orders or stock, in which case they shall report at 7.45 A.M., the contractor paying all car fares from shop to job. The contractor shall pay all car fares when working outside the mile circle from City Hall, except, when the workman can reach the job upon a trolley line transfer, whether the workman calls at the shop or not.

SECTION 2. On all work out of town when required to board away from home or regular boarding place, any journeymen in charge of work and all married men shall be paid all necessary traveling expenses and board. All other men working out of town shall be paid their necessary lodging expenses not to exceed \$3.00 (three dollars) per week and their necessary traveling expenses to and from the job.

ARTICLE V.

SECTION 1. The party of the second part shall be composed of Journeymen, Helpers and Apprentices.

A journeyman, one who has worked at the trade four years and has passed a journeyman's examination and been admitted to the Union.

A helper, one who has worked at the trade two years and has passed a helper's examination and has been admitted to the Union.

Apprentices shall be divided into two (2) classes, first and second year apprentices:

A second year apprentice, one who has served one year at the trade in the shop and who has passed an apprentice's examination and been admitted to the union.

A first year apprentice, one who is registered with the Union, paying the regular registration fee, and to be employed in the shop or as a locker boy on job.

SECTION 2. The party of the first part agrees to employ not more than one helper to each journeyman on any job, and not more than one second year apprentice on any job, except when four or more journeymen are employed on said job, then two second year apprentices may be employed.

SECTION 3. Each shop may employ one apprentice to every three journeymen in their employ, and no helpers or apprentices shall be allowed on any job without a journeyman; except, when the journeyman is temporarily called away, then said helper or apprentice may remain the balance of the current day.

ARTICLE VI.

SECTION 1. The minimum rate of wages for journeymen shall be forty-seven and one-half ($47\frac{1}{2}$) cents per hour from May 1, 1916 until May 1, 1917; fifty (50) cents per hour from May 1, 1917 until May 1, 1918; rate of wages from May 1, 1918 to May 1, 1919 from a minimum of fifty (50) cents to a maximum of fifty-five (55) cents, exact amount

Electrical Workers.

to be determined upon by the conference board, prior to March 1, 1918, and until the expiration of this agreement.

Rate of wages for Helpers shall be a minimum of twenty-eight and one-eighth ($28\frac{1}{8}$) cents per hour hereafter and until the expiration of this agreement. And for second year apprentices seventeen and one-twenty-second ($17\frac{1}{32}$) cents per hour during the life of this agreement.

ARTICLE VII.

The party of the first part agrees to apply to the party of the second part when in need of men and if after a reasonable time, the party of the second part is unable to supply the required help, the party of the first part may employ such help as necessary until party of the second part can furnish the desired help, it being understood that such help before being put to work shall apply for and be given a working permit good for one week, same to be renewed for a similar period as long as necessary by party of the second part during such employment, and said help not to receive less than the minimum rate of wages.

ARTICLE VIII.

SECTION 1. No journeymen shall take any contract or piece work in any shape or manner from any person while in the employ of any contractor, a signer of this agreement. Neither shall any member of this Local work for a contractor who has not signed this agreement, this not to apply to foreign contractors having agreements with the International Brotherhood of Electrical Workers or any of its locals, but they to conform to all the conditions of this agreement while doing work in the jurisdiction of this Local.

SECTION 2. Any journeyman, taking work for himself, shall not work for less than the prevailing hourly rate charged by the contractors.

ARTICLE IX.

SECTION 1. No person or firm shall be considered a contractor and eligible to sign this agreement unless they employ one or more journeymen electricians.

ARTICLE X.

All disagreements shall be referred to a conference board, they to meet within twenty-four (24) hours, it being understood, however, that any sympathetic strikes in which the party of the second part is obliged to take part, on account of its affiliation with any central body of employees, shall not be considered a violation of this agreement. This conference board shall consist of three (3) contractors, signers of this agreement and three (3) journeymen members of the Union; any time upon failure to agree they shall select an umpire and both parties shall present their evidence to him, his decision to be final. If any expense is incurred for said umpire said cost to be paid equally by both parties.

ARTICLE XI.

The party of the first part hereby agrees not to discriminate in any manner whatsoever against any member of this Local who may be assigned to act in any capacity for the Local.

ARTICLE XII.

Any member working for other than a contractor on construction work shall be subject to all the provisions of this agreement.

Electrical Workers.**ARTICLE XIII.**

An examining board composed of two (2) contractors, signers of this agreement, and two (2) journeymen, members of the Union, shall be appointed who shall examine all applicants for journeymen and helpers cards. No member of the conference board shall serve on the examination board.

ARTICLE XIV.

It is the intent of this agreement that the party of the first part shall enforce this agreement so far as it relates to the contractors signing this agreement; and also that the party of the second part shall enforce each and every article of this agreement so far as it relates to the members of their organization.

ARTICLE XV.

This agreement shall remain in effect after May 1, 1919, unless a written notice of a desired change is given by either party prior to March 1, 1919, and in case of continuance said notice to be served prior to March 1st of all succeeding years.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their authorized agent on this.....day of.....191

On part of employer

On part of the Union

ELEVATOR CONSTRUCTORS.

Agreement between Employers and Local No. 4, International Union of Elevator Constructors, of Boston, May 6, 1916 to May 6, 1919.

This agreement made this [6th day of May, 1916,] between the..... party of the first part, and Boston Local Union No. 4 of the International Union of Elevator Constructors, a voluntary Association of more than seven persons, acting through its President and his successors in office, party of the second part.

WITNESSETH, that in consideration of the mutual promises hereinafter contained, the parties hereto hereby covenant and agree as follows:

The party of the first part agrees that on and after the sixth day of May, 1916, all workmen in the employ of the said party of the first part, outside either on repairs or new work, in Boston or twenty-five miles outside of Boston City Hall, including Lowell and Lawrence, shall be members of the Boston Local Union No. 4 and shall work according to the following working rules, which rules are included in and form part of this agreement, except in cases of rectifying defective shop work, and then only one man shall be sent from the shop who shall act either as foreman or workman.

FIRST: The party of the first part hereby agrees that on and after the sixth day of May, 1916, and until the sixth day of May, 1919, eight hours shall constitute a day's work, between 8 A.M. and 5 P.M. excepting Saturday, when the day's labor shall be from 8 A.M. to 12 M.

SECOND: That the 44-hour week be continued until the majority of the following trades secure the 40-hour week: Electrical Worker, Carpenter, Steamfitter, Structural and Ornamental Iron Worker. This only applies to new construction work when the 40-hour week becomes operative. Men employed on repairs to continue on 44-hour week basis during term of this agreement.

THIRD: That overtime on week days be between 5 P.M. and 8 A.M., except on Saturday

Elevator Constructors.

when overtime shall start from 12 M. All overtime and overtime on Sundays and the following Holidays, February 22d, April 19th, May 30th, June 17th, July 4th, Labor Day, Columbus Day, Thanksgiving and Christmas Day is to be paid for at twice the regular rate, or any other Legal Holiday enacted during the life of this agreement.

No work shall be done on Labor Day unless the case is particularly urgent.

From the 6th day of May, 1916, to the 6th day of May, 1917, the regular time shall be paid for at a minimum rate of 65c per hour or \$5.20 per day for Mechanics and 42½c per hour or \$3.40 per day for Helpers. From the 6th day of May, 1917, to the 6th day of May, 1918, 67½c per hour or \$5.40 per day for Mechanics and 43¾c per hour or \$3.50 per day for Helpers. From the 6th day of May, 1918 to the 6th day of May, 1919, 69¾c per hour or \$5.55 per day for Mechanics and 43¾c per hour or \$3.50 per day for Helpers.

FOURTH: That the workmen shall be paid on the job or at the office on the time of the party of the first part.

FIFTH: That the party of the first part shall supply all necessary tools to be used on iron work.

SIXTH: All journeymen and helpers leaving their city or town in New England on orders from the Company, shall have transportation and board paid and receive single time for traveling.

SEVENTH: In periods of unusual activity where the number of mechanics available is not equal to the demands of the trade, the party of the first part agrees to employ Helpers in the capacity of mechanics, paying the said Helpers 50c per day less than prevailing rate of wages while working in that capacity. If after three months' time the said Helper is found to be capable of continuing in the employ of the party of the first part as a mechanic he shall be paid the regular rate of a mechanic.

It is further agreed that when the conditions of trade are such that the party of the second part cannot supply sufficient competent mechanics, the party of the first part may employ any mechanic who shall be satisfactory to them, providing the said mechanic meets all the requirements of the party of the second part, and will become a member of the same at the next regular meeting after being employed.

EIGHTH: Party of the first part will replace tools stolen from employees' tool boxes under the following conditions: Employee on discovering that tool box has been broken into must immediately advise office of Superintendent, so that theft can be clearly established. Tool boxes must be of substantial construction and be equipped with good hasp and padlock. Employee on starting work on any job must ascertain if watchman service is supplied and if he considers tools in jeopardy, notify office of Superintendent.

This agreement shall take effect on and after the sixth day of May, 1916, and expires the sixth day of May, 1919, and it is mutually agreed by and between the..... party of the first part erecting work in New England and Boston Local Union No. 4 of the International Union of Elevator Constructors, parties of the second part, that so long as this Agreement is conformed to no strike shall be ordered against the..... nor shall there be any lockouts as long as this agreement is conformed to, provided, that in case the men are called out on a sympathetic strike for the benefit of the other Trades comprising the Building Trades Council of the Building Trades Department A. F. of L., or our International Union, it shall not be considered a breach of this contract, but in all other cases there shall be no strike or lockouts without first arbitrating the question involved. The party of the first part and second part agree that in case of trouble or misunderstanding between the parties of this agreement, the difference shall be arbitrated. The matter in dispute shall be referred to a Conference Committee, composed of five members, two of which shall be appointed by the party of the first part, and two by the party of the second part, and the fifth member to be selected by the four. This committee shall be called together within twenty-four hours after the difference occurs, and their decision shall be final.

Elevator Constructors.**WORK WE CLAIM.**

All elevator work used in any manner for the complete and safe operation of the elevator. The assembling of all elevator machinery, to wit: Hydraulic, steam, electric, belt or compressed air or hand power; also, assembling and building escalators, or traveling stairways; the assembling of all cars complete; putting up of all guides, either of wood or iron; the setting of all tanks, whether pressure, open or pit tanks; the setting of all pumps (where pumps arrive on job in parts they are to be assembled by members of this Union); all electric work connected with car, machinery and hoisting; all overhead work either of wood or iron and supports for the same where required; the setting of all templets; all gates, all indicators; all foundations, either of wood or iron that would take the place of masonry; the assembling of all hydraulic parts in connection with elevators; all locking devices in connection with elevators; the boring, drilling and sinking of all plunger elevators; all link-belt carriers; all air cushions, with the exception of those built of brick or those put together with hot rivets; the operating of all temporary cars, and all work in general pertaining to the erection and equipment of an elevator complete.

This agreement shall continue in force and effect until the 6th day of May, 1919. Six months' notice shall be given prior to the expiration of this Agreement.

IN WITNESS WHEREOF we have hereto set our hands and seals the day and year above written.

.....

 By.....
 President.

ENGINEERS, STEAM.

Agreement between Brewery Proprietors of Worcester and Local Union No. 78, International Union of Steam and Operating Engineers, March 1, 1916 to March 1, 1919.

ARTICLE I.

All engineers employed shall be members in good standing in Local Union No. 78, International Union of Steam and Operating Engineers of Worcester, Mass.

ARTICLE II.

Eight consecutive hours shall constitute a day's or night's work. Except when making the regular shift of watches, regular engineers shall be allowed 16 hours off duty, after completing one watch and before beginning another one. No watch shall begin or end between 12 o'clock and 7 o'clock A.M.

ARTICLE III.

Six days or nights shall constitute a week's work. The seventh day or night may be worked or not at the option of the employer, provided that 48 hours be given the engineer whose services are so required. The seventh day or night, if worked, shall be deemed overtime and shall be paid for at the rate of double time, unless said engineer works seven days or nights a week the year round. Each engineer shall have an equal share of the benefit of the six-day week.

ARTICLE IV.

While there is in operation any engine, pump, dynamo, compressor, or motor, an engineer shall be on duty. No engineer shall be required to do any work outside his trade, especially the preparation of water for brewing or the performance of watchman's duty.

Engineers, Steam.

ARTICLE V.

One engineer in each brewery shall be designated as chief engineer. He shall have charge of the operation and care of the steam and mechanical department of the plant. All orders or instructions to assistant engineers, firemen or other workmen in his department shall be given by the chief engineer. No alterations or repairs shall be made in these departments except under the supervision of the chief engineer. He shall not be required to do any wiping or cleaning, except when standing on watch.

ARTICLE VI.

Engineers shall do all ordinary work on boilers, engines, shafting, belting and piping, providing, however, that such work does not conflict with the trade rules of any other trade organization.

ARTICLE VII.

No regular engineer shall be required or allowed to do any work in any brewery or any other place other than the brewery in which he is regularly employed.

ARTICLE VIII.

Wages shall be paid weekly. Chief engineers shall be paid the sum of \$45 per week. Engineers shall be paid the sum of \$28 per week.

ARTICLE IX.

In case of prolonged illness of an engineer, his position shall be held open for him six months. If he does not report for work in that time, he shall be entitled to employment before all others whenever a vacancy occurs. It is understood that the sick man is to have a position equal in rating to his former position.

ARTICLE X.

Engineers shall change watches once in four weeks, or at such other periods as all the engineers working in each plant may agree on with the employers. A chief engineer standing a watch shall stand that watch from seven to three, and when not required to stand a regular watch, shall begin his day's duty at seven, eight or nine A.M., as the employer may select.

ARTICLE XI.

Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president or general manager. At such hearings the business agent of the union may be present.

ARTICLE XII.

In case of grievance or difference between the employer and Engineers' Union 78, including the discharge of men and on any matter not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, one of the two so appointed shall not be in any way interested in the brewery industry, two shall be appointed by Engineers' Local 78 and one of the two so appointed shall not be a member of any national or international union, the members of which are employees of the breweries. The fifth man shall be selected by the four men appointed as above and he shall be in no way interested in the brewery industry, nor be a member of a labor organization. The case may, by mutual consent, be submitted to the State Board of Arbitration and Conciliation. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

Engineers, Steam.

ARTICLE XIII.

Services done by employees in the interest and for the benefit of the union, except when it interferes with the duties of the employees, shall not be deemed cause for discrimination or discharge. Members appointed on committees for the union shall be relieved by the other engineers of the plant.

ARTICLE XIV.

Except as stated in Article III, no overtime shall be worked by any engineer, except in case of emergency, and shall then be paid for at the rate of double time.

ARTICLE XV.

This agreement is to be framed and hung in the engine room.

ARTICLE XVI.

This agreement shall go into effect March 1st, 1916, and continue in full force and effect until March 1st, 1919, and from year to year thereafter, unless notice of a desire to terminate the agreement shall be given by either party to the same at least three months before the first of March of any year. At the time of filing such notice, specifications of proposed new agreement or changes in the old one shall accompany the notice.

FIREMEN — STATIONARY.

Agreement between Brewery Proprietors and Local Union No. 14, International Brotherhood of Stationary Firemen, of Lowell, May 1, 1914 to May 1, 1917.

ARTICLE 1.

All Firemen, Oilers and Helpers shall be members in good standing of the International Brotherhood of Stationary Firemen, and shall, if not already members of Local No. 14, become so as soon as possible after securing employment.

ARTICLE 2.

Firemen, Oilers and Helpers, where two or more are employed, shall work six days or nights each week, eight consecutive hours to be a day's or night's work, all firemen to alternate.

ARTICLE 3.

Pay day shall be weekly.

ARTICLE 4.

In case of prolonged sickness of any Fireman, Oiler or Helper he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he reports within three months.

ARTICLE 5.

Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president, or general manager, whose decision shall not be subject to arbitration. At such hearing the business agent of the Union may be present.

Firemen — Stationary.**ARTICLE 6.**

A Fireman's duty shall be the generating of steam in the boiler or boilers in the plant where employed. Firemen when firing on a regular watch shall not clean or blow tubes nor clean out back connections nor have anything to do with the pumps other than the feed pumps which he shall look after. He shall not be asked to do any work other than that pertaining to the work of the boiler room. But in case of accident or some unforeseen emergency he shall give all assistance that the nature of the case may require. All fuel to be burned in generating steam in the boiler or boilers must be placed in front of the boiler or boilers.

ARTICLE 7.

When any vacancy occurs, any member in good standing of the International Brotherhood of Stationary Firemen may be employed to fill such vacancy.

ARTICLE 8.

All Firemen shall alternate monthly, or at such periods as a majority of them may agree upon, with the approval of the employer, providing such periods do not exceed a month's duration.

ARTICLE 9.

In case of grievances or differences between the employer and employees, on any matter except the discharging of men or other cases not expressly covered by articles in this agreement, or in connection with the negotiations for a new agreement to succeed this one, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of any national or international unions, the members of which are employees of breweries; the fifth man shall be selected by the four men appointed as above, and shall not be in any way interested in the brewing industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration. Pending the settlement of any dispute no strike or lockout shall be declared.

ARTICLE 10.

Firemen shall be paid at the rate of \$21.00 per week, six days or six nights shall constitute a week's work; Oilers at the rate of \$19.25 per week, six days or six nights to constitute a week's work. The seventh day or night, if worked, shall be deemed overtime; the men who work such overtime shall be paid double time. Helpers shall be paid at the rate of \$17.00 per week, six days or six nights shall constitute a week's work, and the seventh day or seventh night, if worked, shall be deemed overtime, and the men who work such overtime shall be paid double time; and Helpers who hold a Fireman's license shall be given preference in regard to extra firemen being employed in the fireroom.

ARTICLE 11.

In all plants where continuous steam is kept on the boiler, or boilers, there shall be at all times a fireman kept on watch in the fireroom.

ARTICLE 12.

The Firemen to change watches at 7.00 A.M., 3.00 P.M. and 11.00 P.M. This does not apply to extra men.

Firemen — Stationary.**ARTICLE 13.**

Assistance shall be given the Firemen in wheeling ashes and coal when necessary, as heretofore.

ARTICLE 14.

Service done by employees in the interest of and for the benefit of the Union, except where it interferes with the duties of the employee, shall not be a cause for discrimination or discharge.

ARTICLE 15.

Firemen who are officers of the union shall be allowed to exchange watches with partners so that they can attend the meetings and perform duties pertaining to such office. Those appointed on committees to have the same privilege, provided that reasonable notice be given at the brewery office of such intended change.

ARTICLE 16.

This agreement shall go into effect May 1, 1914 and remain in force until May 1, 1917 and continue in force and effect from year to year thereafter, unless notice of a desire to terminate the agreement shall be given by either party to the same at least three (3) months before the first of May of any year.

At the time of filing such notice specifications of proposed new agreement or changes in the old one shall accompany the notice.

Signed for.....	This	Day of	1914.
.....
.....
.....

Signed for Local Union No. 14, International Brotherhood of Stationary Firemen, This	Day of	1914.
.....
.....
.....

GRANITE CUTTERS, TOOL SHARPENERS, AND POLISHERS.

Agreement between The Granite Manufacturers' Association of Quincy, and the Quincy Branches of The Granite Cutters' International Association, March 1, 1916 to March 1, 1921.

ADJUSTMENT CLAUSES.

It is hereby mutually agreed by and between the Granite Manufacturers' Association of Quincy, Mass., and the Quincy Branch of the Granite Cutters' International Association that the Bill of Prices hereby agreed upon shall remain in force from March 1st, 1916, until March 1st, 1921, without change. If either party desires a change, to take effect March 1st, 1921, they shall submit their demands to the other body not later than December 1st, 1920. Should no notice of desired change be submitted by December 1st, 1920, the present Bill of Prices to continue in force until March 1st in each year and from year to year thereafter unless a notice of desired change be submitted by December 1st of any year.

Unless otherwise specified, any disputes arising between employer and employees on this agreement and bill of prices shall be submitted to a committee representing employers

Granite Cutters, Tool Sharpeners, and Polishers.

and employees, to be known as the Adjustment Committee. Should said committee fail to agree, a third party to be selected by them; or if any dispute warrants it, the contention to then be left to sub-committees of the General Executive Officers of both Associations for settlement. The decision in either event to be final and pending the consideration of which there shall be neither a strike, lockout nor suspension of work.

WAGES, CONDITIONS, ETC.

SECTION 1. The minimum rate of wages to be fifty (50) cents per hour, four dollars (\$4.00) per day. Every journeyman granite cutter to receive an increase in wages according to this increase in the minimum rate. A workman once having accepted pay his rate will be established and can only be changed by the mutual consent between the employer and employee. The rate in no case to be below the established minimum rate. Any man incapacitated by old age or physical disability from earning that rate may apply to the Quincy Branch Granite Cutters' International Association for permission to work at a lesser rate.

SECTION 2. All work shall be cut by the hour.

SECTION 3. Eight hours shall constitute a day's work five days of the week and four hours on Saturday. It is understood that the hours may be changed to suit the daylight in the winter months. Working hours to be from 7.15 A.M. to 4.15 P.M., one hour for dinner.

SECTION 4. Any workman leaving a yard will be paid in full or given check payable first pay day after, or if discharged he shall be paid at once. If paid by check in either instance and check is found worthless he shall be paid for time lost until payment is made.

SECTION 5. There shall be a pay day every week, either on Friday or Saturday, payment to be made during working hours. Workmen shall be paid in full in cash for the previous week. An employer once having established a pay day shall give notice if unable to pay on the regular day, stating the day when payment may be expected; but in no case to be later than the following Thursday. An employer failing to live up to this section shall be liable to a suspension of work by Quincy Branch G. C. I. A.; but this shall not be construed to mean that when a stone is in dispute payment has not been made in full.

SECTION 6. When a stone is condemned for causes other than the fault of the cutter, he shall be paid for work done on same at his average rate per hour if reported immediately on discovery. If not reported immediately he shall not be paid for work done on same after the accident or defect has been discovered, but this shall not be construed to mean that the workman shall forfeit his pay for work done previous to such accident or defect. When a dispute occurs between the employer and the workman relative to time worked on a stone which may have been spoiled the contention shall be referred to a committee of two, one representing The Granite Cutters' International Association and one representing The Granite Manufacturers' Association, and if they fail to agree, the case in dispute shall be referred to a joint committee of both associations for final settlement. While a decision is pending the workman may be discharged or get another stone, the investigation to take place within two days from date of report.

SECTION 7. No overtime shall be allowed except in case of emergency, such as from the spoiling or the breaking of a stone or delay in quarrying large sizes or when a stone is required to finish a building or monument or where an accident has happened, and then only the overtime rate applies and overtime is not to be worked at any other time. When overtime is allowed, it shall be paid once and one-half. All overtime is strictly forbidden on legal holidays. All overtime to be applied for at the branch.

SECTION 8. This Association recognizes the following as legal holidays and no work of any sort shall be allowed on such holidays, viz.: January 1, Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day.

Granite Cutters, Tool Sharpeners, and Polishers.

SECTION 9. No surface cutting machine to be operated in cutting shed. All surfacing machines to be placed not less than 30 feet from cutters or cutting shed, where dust shall not enter the shed, and not less than 20 feet from another machine unless equipped with air suction, it being understood that the 20 feet refers to distance between hammers of machines. When suction devices have to be installed they must be installed by July 1st, 1916, unless an extension of time is granted by the Joint Adjustment Committee.

SECTION 10. Hand pneumatic tools not to measure more than one inch and one quarter. No workman to be forced to use this tool where pean hammer can be used to advantage. Hand surfacing machines or bumpers so-called are not to be used.

SECTION 11. Cutters must provide themselves with brooms, and no air power to be used to remove dust. When drilling machines are used in shed, blowers must not be attached, irrespective of who is operating the machine.

SECTION 12. All reasonable precautions shall be taken to prevent dust from surfacing machines entering cutting shed.

SECTION 13. Outdoor work shall pay four cents per hour extra, nothing less than four hours to be counted. If suitable awnings are furnished, wherever practicable, or if men working outdoors are given full time by employment in sheds during inclement weather, the extra rate not to apply.

SECTION 14. When three journeymen are employed there may be one apprentice; when eight journeymen are employed there may be two apprentices, and one apprentice for each additional four journeymen employed. The term of service for an apprentice shall be three years, after that he shall be classed as a journeyman. An apprentice may serve the last 6 months of his apprenticeship on the surfacing machine. An apprentice must serve his apprenticeship in the yard where he starts, providing the firm remains in business and desires his services. In no instance shall an apprentice who has served part of his apprenticeship and who desires to complete same, be hired by any firm unless he shows papers from the last firm for which he worked showing that the firm in question has released all further claim on his services. An employer failing to live up to the terms of this section shall be liable to a suspension of work by the Granite Cutters' International Union.

SECTION 15. It shall be the duty of both parties to this agreement to see that the apprentices are given a fair opportunity to make themselves proficient at the trade.

SECTION 16. The Associations (parties to this agreement) consider it the duty of every granite cutter to demand pay, and of employer to pay workmen as per this agreement.

SECTION 17. Should representatives of either party to this agreement have need during working hours to consult a party or parties they represent it is understood that attending to such duty is considered part of this agreement, provided that said representatives are not to interfere with workmen performing their usual employment for not more than 5 minutes' conversation in any one day, excepting with the consent of the employer or his representative.

SECTION 18. An apprentice on a lathe shall serve three years. Any turning plant shall be entitled to one apprentice; where seven or more machines are operated there may be an additional apprentice. Apprentices to be governed by the apprentice clause in this agreement.

SECTION 19. In turning down grindstone, water in sufficient quantities or other suitable device must be used at all times to keep down the dust.

SECTION 20. Sanitary arrangements must be furnished employees.

SECTION 21. The tooth or diamond point tool and split chisel can be used to clean around raised letters, mouldings, or in spot or place difficult to reach, but these tools shall not be used where a pean hammer can be used.

SECTION 22. Where bush chisels are used they shall be furnished by the employer.

Granite Cutters, Tool Sharpeners, and Polishers.

SECTION 23. All cutting sheds and air must be heated when necessary. The men in the shed to decide when necessity arises.

SECTION 24. Any grievance or contention over new machinery or new conditions installed or established before or after commencement of this agreement shall be adjusted as per adjustment clause.

SECTION 25. Recognizing the efficiency and utility of trade agreements between employers and employees, we mutually agree to recommend to the granite industry where such agreements do not exist that similar agreements be made as are in use in localities or on jobs where men belonging to the Granite Cutters' International Association are employed.

SECTION 26. Any National, State or Municipal law, enacted for the betterment of wages or conditions in our trade shall not be violated by Quincy Branch, Granite Cutters' International Association.

SECTION 27. It is understood that the provisions of this agreement are arranged for the parties agreeing to same and the right of employers and employees to discipline their own members or applying their own rules to those eligible for same is not questioned.

SECTION 28. Any employer failing to comply with a decision of the Joint Adjustment Committee shall be declared in opposition to the Granite Cutters' International Association.

Agreement between Tool Sharpeners' No. 1 Branch Granite Cutters' International Association, and Granite Manufacturers' Association of Quincy.

SECTION 1. It is hereby agreed by and between the Granite Manufacturers' Association of Quincy, Mass., and Tool Sharpeners' No. 1 Branch of the Granite Cutters' International Association that the bill of prices hereby agreed upon shall remain in force from March 1, 1916 until March 1, 1921 without change. If either party desires a change to take effect March 1, 1921 they shall submit their demands to the other body not later than December 1, 1920. Should no notice of desired change be submitted by December 1, 1920, the present Bill of Prices to continue in force until March 1 of each year and from year to year thereafter, unless a notice of desired change be submitted by December 1st of any year.

SECTION 2. Unless where otherwise specified, any dispute arising between employer and employee on this agreement and bill of prices shall be submitted to a committee representing employers and employees to be known as the Adjustment Committee. Should said committee fail to agree, a third party to be selected by them; or if any dispute warrants it, the contention to then be left to sub-committees of the General Executive Officers of both Associations for settlement. The decision in either event to be final, and pending the consideration of which there shall be neither a strike, lockout or suspension of work.

SECTION 3. A gang to consist of from eleven (11) to fourteen (14) men, at 50 cents per hour or \$4.00 per day from March 1, 1916 to March 1, 1921. No sharpener to sharpen for more than sixteen (16) men. Extra men to be thirty-one and one-half ($31\frac{1}{2}$) cents per man, piece men to be thirty-three and one-half ($33\frac{1}{2}$) cents per man. In shops where two or more sharpeners are employed extra men to be placed on piece fire. Where extra men are employed the right to substitute is allowed, but this is not to be construed to mean that the right is allowed to substitute from piece to day fire.

SECTION 4. No man working on a day fire to be shifted on to a piece basis simply because two cutters are temporarily absent; this is not to be construed to mean that an employer cannot run a piece fire of any number up to 16 if he so desires.

SECTION 5. No deduction for less than one day's absence.

SECTION 6. An apprentice granite cutter to count in gang same as journeyman.

SECTION 7. All surfacing machine operators to count as two men.

SECTION 8. Turning lathes to be special bargain.

SECTION 9. The employment of apprentices to be a continuation of Section 10 of the agreement which expires March 1, 1916, which reads as follows: No firm to employ an ap-

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prentice unless a journeyman and five or more cutters over a journeyman's gang is employed, and in the event of a reduction in the force the journeyman may be discharged and the apprentice kept at work, but when this apprentice has served his two years or any part thereof (it being understood that he may have a month's trial before signing an apprentice agreement) no other apprentice can be taken on for three years unless a journeyman has been steadily employed by the day during the two years the apprentice was serving his time. The Manufacturers to notify the secretary of their association when they put on an apprentice, also giving name of apprentice and date when he commenced work.

SECTION 10. Apprentices to serve no more nor less than two years, and at no time sharpen for more than fourteen men.

SECTION 11. Any grievance or contention over new machines or new conditions, installed or established before or after commencement of this agreement shall be adjusted as per Section 2.

SECTION 12. Eight hours shall constitute a day's work excepting Saturdays, when work shall be four hours, or forty-four hours per week.

SECTION 13. Working hours to be from 7.15 A.M. to 4.15 P.M., one hour for dinner. It is understood that in Winter the hours may be changed to suit the daylight.

SECTION 14. Any workman leaving the yard shall be paid in full or given a check payable the first pay day after, or if discharged, he shall be paid at once. If paid by check in either instance, and check is found to be worthless, he shall be paid the time lost until payment is made.

SECTION 15. It shall be the duty of both parties to this agreement to see that apprentices are given a fair opportunity to make themselves proficient at the trade.

SECTION 16. Should representatives of either party to this agreement have need during working hours to consult with a party or parties they represent, it is understood that attending to such duty is a part of this agreement, provided that said representatives are not to interfere with workmen performing their usual employment for more than five minutes conversation in any one day, except with the consent of his employer or his representative.

SECTION 17. There shall be a pay day every week, either on Friday or Saturday, payment to be made during working hours, or within ten minutes thereafter. Workmen shall be paid in full in cash for the previous week; an employer once having established a pay day shall give notice if unable to pay on the regular day, stating the day when payment may be expected, but in no case to be later than the following Thursday. An employer failing to live up to this section shall be liable to suspension of work by the Granite Cutters' International Association.

SECTION 18. Overtime clause the same as Quincy Cutters' agreement.¹

SECTION 19. Holiday clause the same as Quincy Cutters' agreement.²

SECTION 20. Same as Section 26 of Quincy Cutters' agreement.³

Agreement between The Granite Manufacturers' Association of Quincy and Quincy Polishers' Branch of The Granite Cutters' International Association.

SECTION 1. It is hereby agreed by and between the Granite Manufacturers' Association of Quincy, Mass., and Quincy Polishers' Branch of The Granite Cutters' International Association that the bill of prices hereby agreed upon shall remain in use from March 1, 1916 until March 1, 1921, without change. If either party desires a change to take effect March 1, 1921 they must submit their demands to the other body not later than December 1, 1920. Should no notice of desired change be submitted by December 1, 1920 the present agreement is to continue in use until March 1 of each year and from year to year thereafter, unless a notice of desired change be submitted by December 1 of any year.

SECTION 2. Unless where otherwise specified any dispute arising between employer and employee on this agreement and bill of prices shall be submitted to a committee of

¹ See Section 7 on p. 84.

² See Section 8 on p. 84.

³ See Section 26 on p. 86.

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six, three representing the Manufacturers and three representing the Polishers' branch to be known as the Adjustment Committee. Said committee to take action within five days. Should said committee fail to agree, a third party to be selected by them, or if any dispute warrants it, the contention to then be left to sub-committee of the General Executive Officers of both Associations for settlement. The decisions in either event to be final, and pending the consideration of which there shall be neither a strike, lockout, nor suspension of work.

SECTION 3. The minimum rate of wages to be 50 cents per hour. Four dollars (\$4.00) per day.

SECTION 4. Every journeyman to receive an increase in wages according to this increase in minimum rate. A workman once having accepted pay his rate will be established and can only be changed by the mutual consent between the employer and employee. The rate in no case to be below the established minimum rate.

SECTION 5. Any man incapacitated by old age or physical disability from earning the minimum rate may apply to The Granite Polishers' Branch for permission to work for a lesser rate.

SECTION 6. Eight hours shall constitute a day's work excepting Saturday when work shall cease at eleven-fifteen A.M. Working hours to be from seven-fifteen A.M. to four-fifteen P.M. with one hour for dinner. It is understood that in winter the hours may be changed to suit the daylight.

SECTION 7. Any workman leaving a firm shall be paid in full or be given a check payable first pay day after, or if discharged he shall be paid at once. If paid by check in either instance and check is found worthless he shall be paid for the time lost until payment is made.

SECTION 8. There shall be a pay day every Saturday, payment to be made during working hours. Workmen shall be paid in full for the previous week. Any employer failing to live up to this section shall be liable to a suspension of work by the Polishers' Branch Granite Cutters' International Association.

SECTION 9. All work done outside the regular hours shall be counted as overtime and paid for once and one-half, excepting Sundays and the following legal holidays: January 1st, Decoration Day, Fourth of July, Labor Day, Washington's Birthday, Patriots' Day, Columbus Day, Thanksgiving Day, and Christmas Day, which shall be paid double time.

SECTION 10. The term of service for an apprentice shall be two years, after that he shall be classed as a journeyman. An apprentice must serve his apprenticeship in the shop or yard where he starts, providing the firm remains in business and desires his services. Any employer discharging an apprentice who has not served his full term of apprenticeship shall give him clearance papers stating time he has been in his employ.

SECTION 11. Any manufacturer or firm employing two journeymen polishers may have one apprentice, if employing five journeymen polishers may have two apprentices, and if employing nine journeymen polishers may have three apprentices. Any employer or firm failing to live up to the terms of this section shall be liable to a suspension of work by the Polishers' Branch of the Granite Cutters' International Association.

SECTION 12. Should representatives of either party to this agreement have need during working hours to consult with a party or parties they represent, it is understood that attending to such duty is considered a part of this agreement, provided that said representatives are not to stay more than five minutes in any one day in any shop or yard, excepting with the consent of the employer or his representative.

SECTION 13. It is understood that the provisions of this agreement are arranged for the parties agreeing to same, and the right of the employer and employees to discipline their own members or applying their own rules to those eligible for membership in their respective organizations is not questioned.

Granite Cutters, Tool Sharpeners, and Polishers.

SECTION 14. Any grievance or contention over new machinery or new conditions installed or established before or after commencement of this agreement shall be adjusted as per section 2 of this agreement.

SECTION 15. The Association consider it the duty of every member of Polishers' Branch to demand payment for his work and of the employer to pay his workmen on the basis of this agreement and bill of prices.

SECTION 16. Sawyers, bedsetters and hand polishers working by the day shall be governed by the machine polishers' agreement. In mills running two polishing wheels or more, polishers and bedsetters shall confine themselves to one part of the trade, either bedsetting or polishing, but in no case shall a bedsetter run a polishing machine. It is understood, however, a polisher may set his own bed providing the regular bedsetter is engaged setting another bed.

SECTION 17. Should any of the bedsetters fail to report for work the lumper has the privilege to proceed setting the beds pending arrival of bedsetters.

SECTION 18. Any lumper who has worked in a polishing shop for one year or more may be given a chance to set beds, for six months if the employer so desires. After the six months expire if found competent by a committee of three members of Polishers' Branch he shall be considered eligible for membership in Polishers' Branch of the Granite Cutters' International Association.

SECTION 19. Sawyers are to be those who have the responsibility of feeding and operating the saw. No member of the Granite Cutters' International Association will be allowed to teach anyone to run a saw unless the person to be taught is either a member of the Granite Cutters' International Association or an apprentice in the last three months of the last year of his apprenticeship, or a sawyer's lumper who has worked one year at lumping as hereinafter provided. Manufacturers desiring the services of a competent sawyer and not able to secure one shall notify the Polishers' Branch and if they are unable to furnish the man needed the manufacturer shall have the privilege of substituting any member of the Granite Cutters' International Association or a sawyer's lumper who has worked one year at lumping, in which latter case the man shall be considered an apprentice with one year's apprenticeship to serve.

SECTION 20. Closets must be furnished in every polishing mill and must be kept in sanitary condition, thoroughly boxed in and ventilated so as to eliminate all odors from said closets. Doors must be in good working condition.

SECTION 21. Drinking water with sanitary bubblers must be furnished by every mill.

SECTION 22. Any National, State, or Municipal law enacted for the betterment of wages or conditions in the granite trade shall not be violated by Quincy Polishers' Branch, Granite Cutters' International Association.

LIST OF PRICES FOR HAND POLISHING.

Band from 2½ in. to 5 in. per linear foot,	\$0.70
Band from 6 in. to 7 in. per linear foot,	1.00
Band in panel from 6 in. to 7 in. per linear foot.	1.25
Markers from ½ by 6 in.,	1.25 each.
Markers from ½ by 7 and 8 in.,	1.75 each.
Markers from ⅓ to ¼ by 6 in.,	1.45 each.
Markers from ⅓ to ⅔ by 6 in.,	1.75 each.
Markers from ¼ to ⅔ by 7 and 8 in.,	2.00 each.
Markers from 2-0 by 10 in.,	2.75 each.
Markers from 2-0 by 1 ft.,	3.25 each.
Posts from 3 to 5 in. square, . . . . .	.60 each.
Posts from 6 to 8 in. square, . . . . .	.90 each.

Granite Cutters, Tool Sharpeners, and Polishers.

Posts from 9 to 10 in. square,	\$1.25 each.
Posts from 11 to 1 ft. square,	1.40 each.
4 Columns from 8 to 10 in. in length to 3 and 3½ in. in diameter,	9.00
4 Columns over 10 in. up to 1 ft. in length to 3 and 3½ in. in diameter,	11.00

Other prices to be considered according to length.

Mouldings, scrolls, urns, caps, etc., shall be polished by special bargain.

Stones to be polished under cover in wet or stormy weather or excessive heat.

Hand polishers shall be governed by machine polishers' agreement, but a lump sum who is polishing only part of the time shall not be classed as a hand polisher, but it is understood that a lump sum shall not polish more than eleven hours in any one week.

HOD CARRIERS AND BUILDING LABORERS.

Agreement between The Building Trades Employers' Association of Boston and Local Union No. 209 of the International Hod Carriers, Building and Common Laborers' Union of America, Boston and Vicinity, June 1, 1917 to May 31, 1918.

Agreement entered into by and between The Building Trades Employers Association of Boston, parties of the first part, and the International Hod Carriers, Building and Common Laborers Union of America, for the Local Union of Boston and Vicinity, parties of the second part.

ARTICLE I.

The parties of the first part agree to give preference of employment as Hod Carriers, Building and Common Laborers to such help as are under the jurisdiction of the International Hod Carriers, Building and Common Laborers Union of America.

ARTICLE II.

The wages of Scaffold Builders shall be 45 cents per hour; and of Masons' Tenders shall be 42½ cents per hour. Eight hours shall constitute a day's work for Masons' Tenders and Scaffold Builders and overtime shall be paid for at time and one-half rate, with double time for Sunday and the following holidays, — Memorial Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving and Christmas day or days observed as these days.

All other laborers shall be paid 40 cents per hour straight time, except Sundays and the following Holidays, — Memorial Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving and Christmas Day or days observed as these days, when they shall be paid double time.

ARTICLE III.

Laborers shall be paid regularly once a week on or before the noon hour on Saturday.

ARTICLE IV.

SECTION 1. The parties of the second part pledge themselves to promote the mutual interest of the parties of this Agreement and to continue the present amicable relation between the employer and employees, to advertise all firms who are parties to this Agreement through the regular channel as Union firms and to use the organization's good office in behalf of the parties of the first part in every honorable manner.

SECTION 2. To settle all future disputes between the parties to this Agreement an Arbitration Board shall be appointed composed of an equal number from both parties. The party aggrieved shall notify the remaining party at once and a meeting to consider the matter shall take place within three days, work to continue during the arbitration.

SECTION 3. This Agreement shall remain in force and effect from the first day of June, 1917 until the last day of May, 1918.

SECTION 4. Either party desiring a change in this Agreement shall notify the remaining party four (4) months before the expiration of this Agreement. If there is no notification, Agreement shall continue in full force and effect.

The International Hod Carriers, Building
and Common Laborers Union of
America.

President.

Agreement between Employers and Local No. 161, Hotel and Restaurant Employees' Alliance of America, Brockton, September 13, 1915 to September 12, 1917.

Agreement made and entered this.....day of.....in the year
.....by and between.....
.....
of.....in the County of Plymouth, Commonwealth of Massachusetts,
party of the first part, and Hotel and Restaurant Employees' Alliance of America, Local
161, Brockton, Mass., party of second part, AGREED:

FIRST. That the undersigned agree to employ only members in good standing of Local 161, Brockton, Mass., whenever possible.

SECOND. To display the label in a conspicuous place.

THIRD. That the said label remain the property of Local 161, Brockton, Mass., and to be subject to return on demand.

FOURTH. Agree to all terms contained in this Scale of Wages and Hours, adopted by aforesaid Local, August 17, 1915, to take effect September 13th, 1915, at 12, night, expiring September 21th, 1917, at 12, night.

ARTICLE 1. That a waiter shall not work more than sixty-five (65) hours a week, and shall not receive less than twelve (\$12) dollars a week and board.

ARTICLE 2. That a waitress shall not work more than fifty-four (54) hours a week, and receive not less than seven (\$7) dollars a week and board.

ARTICLE 3. That a first man cook shall work no more than seventy (70) hours a week, and receive not less than fifteen (\$15) dollars a week and board.

ARTICLE 4. That a night man or order cook shall not work more than eighty-four (84) hours a week, and receive not less than twelve (\$12) dollars a week and board.

ARTICLE 5. A cook's day assistant, male or female, not less than ten (\$10) dollars a week and board. The man to work not more than seventy (70) hours a week, the woman not more than fifty-four (54) hours a week.

ARTICLE 6. That a first woman cook shall not work more than fifty-four (54) hours a week, and receive not less than twelve (\$12) dollars a week and board.

Hotel and Restaurant Employees.

ARTICLE 7. That a woman meat and order cook, or a woman meat and pastry cook, shall not work more than fifty-four (54) hours a week and shall receive not less than twelve (\$12) dollars a week and board.

ARTICLE 8. Woman pastry cook shall not work more than fifty-four (54) hours a week, and shall receive not less than ten (\$10) dollars a week and board.

ARTICLE 9. Man pastry cook to work no more than seventy (70) hours a week, and to receive not less than fifteen (\$15) dollars a week and board, provided that said work and man does not conflict with the schedule of the Bakers' Union.

ARTICLE 10. Woman dishwasher to work no more than fifty-four (54) hours a week, and to receive no less than six (\$6) dollars a week and board.

ARTICLE 11. That all employees working any spare time shall be paid twenty-five (25c) cents every hour or fraction thereof.

ARTICLE 12. Kitchen men shall work no more than seventy (70) hours a week, and shall receive not less than seven (\$7) dollars a week and board.

ARTICLE 13. A pantry man or pantry woman; the man to work no more than seventy (70) hours, the woman fifty-four (54) hours a week, and to receive not less than ten (\$10) dollars a week and board.

ARTICLE 14. That members of this Local shall be given preference of work at all times, and the proprietor shall show why a member should not be employed, and he shall consult the Business Agent before employing non-union help.

ARTICLE 15. That no member of this Local shall be discharged except for just cause shown by the proprietor to this Local, or discharged member stating cause was just.

ARTICLE 16. That no employee working at any other craft shall work spare time except in cases of emergency.

ARTICLE 17. Any employee working for meals shall work only between the hours of twelve (12) A.M. and one (1) P.M.

ARTICLE 18. That a day or night waiter, waitress or cook, shall work his or her full time between fourteen (14) consecutive hours his or her [sic] each day or night. Any employee working outside these hours shall receive spare time rates.

ARTICLE 19. Members rooming where employed shall not be charged more than one (\$1) dollar a week, except by mutual agreement.

ARTICLE 20. To be added second holiday. Some holiday in the year when the proprietors can arrange not to run more than two places on that day in one year's time. Labor Day shall be considered a holiday, and all employees working a full day or part of a day to receive double pay.

ARTICLE 21. That the Business Agent of this Local has the right at any time to enter a place of business and consult employees.

ARTICLE 22. Members receiving better conditions than the above scale of wages shall not be reduced unless by mutual agreement.

ARTICLE 23. All day members shall have one day off in fourteen (14), or one-half day in seven (7).

ARTICLE 24. All night members shall have one night off in fourteen (14), or one-half night off in seven (7).

ARTICLE 25. Any member of this Local committing themselves [sic] in any way, while at work, if reported in writing to the Local — action shall be taken thereon and said member be suspended or expelled as the case may warrant.

ARTICLE 26. That I, as an employer, before hiring permanently an employee will state to said hand that they [sic] must obtain a Clearance Card from the Business Agent to be deposited with me, said duplicate of card to be held by Business Agent.

Hotel and Restaurant Employees.

ARTICLE 27. That any violation of these Articles be deemed a breach of contract and sufficient ground for withdrawing card.

ARTICLE 28. That all employees shall receive his or her time off before 12 P.M. (midnight).

Date..... Signed.....

IN WITNESS WHEREOF, we have this day set our hands and seal of our organization.

.....
President.

.....
Business Agent, Local 161, Brockton.

INSULATORS AND ASBESTOS WORKERS.

Agreement between Boston Asbestos Manufacturing Association and Local No. 6 of Boston and Vicinity of the International Association of Heat and Frost Insulators and Asbestos Workers, August 2, 1915 to December 31, 1917.

THIS AGREEMENT made and entered into this second day of August, Nineteen Hundred and Fifteen, by and between the Boston Asbestos Manufacturing Association, party of the first part, and International Local No. 6 of Boston and Vicinity of the International Association of Heat and Frost Insulators and Asbestos Workers, party of the second part, shall be operative from August 2, 1915, up to and including December 31, 1917.

ARTICLE I. — OBSERVANCE.

It is hereby agreed that the provisions of this Agreement shall be binding upon each of the members of the Boston Asbestos Manufacturers Association, individually, and as members of the Boston Asbestos Manufacturers Association, and upon each and every member of Local No. 6, individually, and as members of the said Union; within a twenty-five mile radius of Boston Steam Railroad Terminals, without the radius of twenty-five miles from Providence Railroad Terminals.

ARTICLE II. — REGULAR HOURS OF LABOR.

Workdays shall consist of eight (8) hours, from 8.00 A.M. to 5.00 P.M., with one (1) hour for lunch, except on Saturday, when the time shall consist of four (4) hours between 8.00 A.M. and 12 M. These hours shall be known as regular time. No work shall be done between 12.00 and 1.00 o'clock P.M., except by direction of employer, in which case same shall be paid for as regular time.

ARTICLE III. — OVERTIME.

All labor performed in excess of workday, on Sundays, and on all observed holidays; and on Saturday afternoons, if ordered by the party of the first part or its agents, shall be paid at double the regular rate of wage. It is optional, however, with the employers and the men who are boarding at jobs within the limits of this trade agreement and who are being paid board by the party of the first part, to work Saturday afternoons at single time, up to 5.00 P.M.

The holidays observed are: February 22, May 30, July 4, Thanksgiving Day and Christmas Day. No work shall be done on Labor Day. Columbus Day to be observed in Boston and within the twenty-five mile radius.

Insulators and Asbestos Workers.**ARTICLE IV. — EXPENSE.**

Transportation, board, and other necessary expenses shall be paid only when actually expended and satisfactorily accounted for by itemized account. In no case shall a workman receive board money on work situated where he permanently resides.

Members of Local 6 shall receive car fare when on work requiring fare in excess of ten cents daily to and from the shop.

ARTICLE V. — TRAVELING.

The time employed in traveling during regular working hours shall be paid for at single time. No time shall be paid for traveling by night. Sleeping berths are to be furnished by the employers when necessary.

ARTICLE VI. — RATE OF WAGE.

The minimum wage of Journeymen shall be at the rate of 50 cents per hour from August 2, 1915, up to and including December 31, 1916, and at the rate of 53 cents per hour from January 1, 1917 to December 31, 1917; it being agreed by the employers, that all workmen employed in applying coverings as heretofore, in the employ of said employers, whether on repairs or new work in Boston or within a twenty-five mile radius of Boston Steam Railroad Terminals, shall be members of Asbestos Workers Union No. 6.

In special cases of emergency, when Local No. 6 does not supply the employers with sufficient competent workmen on written demand, the employers may obtain the necessary workmen whenever and wherever they can. Such emergency men may be paid at the regular rate of wages as specified in this Agreement.

Improvers shall work at least four (4) years at the trade before being declared actual Journeymen, and the minimum wage during the first year shall be 25 cents per hour; during the second year 31½ cents per hour; and during the third year 40 cents per hour; during the fourth year 43¼ cents per hour, at which last named rate they shall be paid until declared mechanics by a competent examining board. Improvers shall be allowed to apply stock when working along with Journeymen and when not otherwise occupied. Improvers shall not be allowed to go on jobs alone when competent Journeymen can be furnished by business agent, and the number of Improvers in any shop may equal but not exceed the number of Journeymen.

ARTICLE VII. — JOINT TRADE BOARD.

There shall be a Trade Board consisting of five members of the Boston Asbestos Manufacturers' Association and five members of Local No. 6 and said Trade Board shall have the right to investigate all labor operations, of the parties of this agreement within its prescribed limits so far as any of the provisions of this agreement are involved, in connection with which any question may arise, and for this purpose shall have the right to summon, question and examine any party to this agreement, or their representative, or agents.

In case any disputes arise notice must be given in writing to the Secretary of the Board of Trade by aggrieved party within twenty-four hours.

The Trade board shall be governed by the following By-Laws:

1. Meetings may be held quarterly in January, April, July and October.
2. Special meetings shall be called by the Chairman of the Trade Board on written request of either side, stating object for which meeting is to be called, but no matters shall be discussed at special meetings except those designated in said written request.
3. Eight shall constitute a quorum, four from each side; neither side shall cast more ballots than the other.
4. The vote on all questions of violations of this Agreement shall be by secret ballot.

Insulators and Asbestos Workers.

5. It shall require a four-fifths vote to carry any question.

6. The Trade Board shall have the power to impose fines or other penalties where agreed by vote, as above provided for, if any of the Articles of this Agreement have been violated by either party to same. Such fines or penalties shall be imposed against either the party of the first part or the party of the second part as the case may be, and the Trade Board shall see that any fines or penalties so imposed are satisfied, and the disposition of moneys so collected shall be decided by the Trade Board.

ARTICLE VIII. — REGULATION OF WORK.

The members of Boston Asbestos Manufacturers' Association hereby agree that they will not permit any individual, any member of a firm or officers of a corporation in their Association or their representatives or agents, to execute any part of the work of application of materials, and it is distinctly understood and agreed that Local No. 6 will not permit any of its members to estimate on or contract for any work nor to act in any capacity other than that of a workman.

Members of Local No. 6 shall work only for Master Felters who sign and conform to this trade agreement.

There shall be no restrictions placed upon the individual efforts of the parties of the second part.

On operations out of town where board is paid, laborers may be used to mix and distribute materials.

ARTICLE IX. — STRIKES AND LOCKOUTS.

It is hereby mutually agreed that there shall not be any strikes or lockouts and all questions or disputes shall be referred to the Trade Board.

This does not include, however, a general action by the Boston Building Trades Council.

ARTICLE X. — AGREEMENT APPLICATION.

The party of the first part hereby agrees to employ the good standing members of the party of the second part on all the applications of all pipe covering and the applications of all insulations to all heated surfaces, within the limits of this agreement; this to include all alterations and repairing of all similar work and to cover all kinds of insulations for the purposes mentioned, this to include covering of all cold piping and circular tanks connected therewith.

ARTICLE XI. — TRADE AGREEMENT.

No rules or By-Laws shall be made or continued in force by either party which in any way conflict with the provisions of this Agreement. Any complaint arising under this clause shall be adjusted by the Trade Board.

Signed for entire membership of Local No. 6, of the International Association of Heat and Frost Insulators and Asbestos Workers, and the Boston Asbestos Manufacturers Association, by

.....
President, Boston Asbestos Mfrs. Association.

.....
President, No. 6 International Association Heat and Frost Insulators and Asbestos Workers.

.....
Secretary, Boston Asbestos Mfrs. Association.

.....
Secretary and Business Agent, No. 6 International Association Heat and Frost Insulators and Asbestos Workers.

LATHERS.

Agreement between Employers and Local No. 72, of the Wood, Wire, and Metal Lathers' International Union, of Boston, July 1, 1915 to May 1, 1917.

First: It is agreed that the following jurisdiction of work is covered in this agreement:

"Erecting and installing of all light iron construction, furring, making and erecting of brackets, clips and hangers; wood, wire, and metal lath, plaster board, or other material which takes the place of same, to which plastic material is adhered, corner beads, all floor construction, arches erected for the purpose of holding plaster, cement, concrete or any other plastic material."

The above classification covers such work as light iron partitions, iron wall, furring, all light iron work for suspended and other metallic lath ceilings, making and erecting light iron brackets, which are used in connection with ornamental plastering for cornices, panelled ceilings, groin, elliptical, Gothic, proscenium, and all other arches of this description; the erection of metal corner beads, which are covered with plastic material, and intended for the protection of external corners; the wrapping of beams and columns; the placing, nailing and tying of all metallic lath, no matter for what purpose used, — this includes wire cloth, expanded metal, and Hy-Rib, Self-Centering, Shure-Bond, Trussit, Ferro-Inclave, Truss-V-Rib, Truss Metal, Key-Ridge, and all other similar forms of self-supporting lath and the fabrication and installation of all light iron erected for the purpose of receiving metallic lath, or plastic material.

Second:

ARTICLE I.

SECTION 1. The party of the first part agrees to employ none but members of the party of the second part on all light iron, furring, brackets, wood, wire and metal lath, corner beads, wire and metal arches, plaster board or other material which takes the place of same to which plastic material is adhered. All reinforced construction erected for the purpose of holding plaster, cement, concrete or any other plastic material.

SECTION 2. The party of the first part agrees that on and after July 1, 1915, that eight (8) hours shall constitute a day's work, and that double time shall be paid for overtime, also Sundays, and the following holidays: Washington's Birthday, Patriot's Day, Decoration Day, July 4th, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day, and all day Saturday (that work shall commence at 8 o'clock A.M. and end at 5 o'clock P.M.), and one hour for noon. Noon hour may be curtailed by agreement with the firm and a majority of the men on the job. All work performed between the hours of 5 o'clock P.M. and 8 o'clock A.M. to be paid for at the rate of double time.

SECTION 3. The party of the first part agrees to pay the members of the party of the second part a minimum scale of sixty-five (65) cents per hour for all work done by parties of the second part from July 1st, 1915, to May 1st, 1917; and further agrees to pay all foremen at least fifty cents (50c) per day more than the minimum rate. The said foremen must be members of the party of the second part.

SECTION 4. The party of the first part agrees to pay the members of the party of the second part Three Dollars and Twenty-five Cents (\$3.25) per thousand (1,000) for all ordinary lathing; Three Dollars and Fifty Cents (\$3.50) for all five (5) nail work, where other than blue burnished wire nails are used, a charge of Fifteen Cents (15c) extra per thousand (1,000) shall be allowed. Double nailing, butts, breaking every lath, back lathing, patching, all theatre and church work, dovetailing, and where ceilings are over fourteen (14) feet or more in height, and all cellar ceilings in apartment houses left unfinished, and all jobs under three thousand (3,000) laths to be considered a day's work at Five Dollars and Twenty Cents (\$5.20) per day.

All buildings, after December 1st, shall be screened and windows and doors on before Lathers go to work, if the business agent believes it necessary. On all buildings except one (1), two (2) and three (3) stories the lath and staging to be placed on every floor.

Lathers.

When party of the first part sends members of the party of the second part to a job and the same is not ready, they must be paid for lost time not to exceed four hours.

SECTION 5. It is mutually agreed that the party of the first part can employ one apprentice to each ten journeymen; the said apprentice to be between the ages of sixteen and twenty-one years; the apprentice to be bound by the same constitution that exists with the party of the second part for a term of three (3) years.

SECTION 6. The party of the first part agrees to pay the apprentice of the party of the second part One Dollar and Fifty Cents (\$1.50) per day for the first year; Two Dollars and Fifty Cents (\$2.50) per day for the second year, and Three Dollars and Fifty Cents (\$3.50) per day for the third year. The apprentices working on wood lath to receive the same scale as the journeymen unless on day's work, then they shall be paid the amounts specified. All apprentices to be registered with the party of the second part.

SECTION 7. The party of the first part agrees to pay the traveling expenses of the members of the party of the second part when the fare is more than ten cents (10c) per day from the City Hall, Boston. All traveling time between the hours of 8 o'clock A.M. and 12 o'clock noon, and 1 o'clock P.M. and 5 o'clock P.M. to be considered as part of the day's work. Traveling expenses by night to include stateroom or sleeper.

SECTION 8. The party of the first part further agrees to pay the members of the party of the second part before 5 P.M. Friday of each week, and further agrees to pay members of the party of the second part at the time of lay-off or discharge. If men are not paid as specified above, single time is to continue until paid, said time to be between 8 o'clock A.M., 12 o'clock noon, 1 o'clock P.M., and 5 o'clock P.M., provided, however, that no more than twelve hours shall be charged.

SECTION 9. The party of the first part agrees to allow the business agent of the second part to visit all jobs at all times, and also to allow a steward on each job, who shall attend to the business of the party of the second part without expenses or inconvenience to the party of the first part.

ARTICLE II.

SECTION 1. The party of the second part agrees to perform in a faithful and workmanlike manner all duties required by Section 1 of Article I for the party of the first part.

SECTION 2. The party of the second part agrees that a member of the party of the second part who leaves the employ of the party of the first part cannot collect his wages until five o'clock of the following Friday, unless the party of the first part wishes to pay the member of the party of the second part. Should said member of the party of the second part be out of town the said member shall pay his own expenses to Boston.

SECTION 3. It is further agreed between the party of the first part and the party of the second part that any proposed change in this agreement shall be submitted six (6) months prior to its going into effect.

LAUNDRY WORKERS.

Agreement between Employers and Laundry Workers' International Union, Local Union No. 144 of Haverhill, May 1, 1916 to May 1, 1917.

This Agreement, between.....representing the.....Laundry of Haverhill, Massachusetts (hereinafter designated as the party of the first part), and the Laundry Workers' International Union, Local Union No. 144 of Haverhill, Massachusetts (hereinafter designated as the party of the second part), made and entered into for the purpose of fixing the scale of wages, schedule of hours and general rules and regulations affecting employees, members of the party of the second part, and shall be in effect and shall bind said.....Laundry and the party of the second part on and

Laundry Workers.

after May 1st, 1916, until May 1st, 1917, and it is hereby mutually agreed upon by the party of the first part and the party of the second part, that the terms of this Agreement are as follows, to wit:

The party of the first part agree:

We, the party of the first part agree:

FIRST. That members in good standing of the party of the second part only shall be employed in the above mentioned Laundry, provided that the Union being unable to secure and furnish Union help, the party of the first part shall then have the privilege of hiring other help, with the understanding that such help must become members of the party of the second part at the expiration of two weeks from date of going to work in this Laundry or be discharged.

SECOND. That the scale of wages, schedule of hours and general rules and regulations of working conditions, designated in this agreement shall exist and be in effect in said Laundry during the period of this Agreement.

THIRD. Schedule of hours: That nine hours shall constitute a day's work between 7 A.M. and 6 P.M. No reduction in wages to be made on account of reduction of hours of labor.

FOURTH. Rate of Overtime: That employee shall receive time and one-half pay for same.

FIFTH. That the following days shall constitute Holidays: April 19, May 30, July 4, Labor Day, Thanksgiving and Christmas.

Rate of Overtime:.....

SIXTH. Term of Apprenticeship (specify departments): These Agreements include all excepting two bookkeepers.

SEVENTH. That the following is the minimum scale of wages that shall be paid in the said Laundry, (designate each department):

Washers, Drivers and Polishers — not less than \$2 per day,	\$12.00 per week.
Starch Ironers and Big hand Ironers — not less than \$1.60 per day,	9.60 per week.
All others outside those mentioned above — not less than \$1.35 per day,	8.10 per week.

EIGHTH. That a properly accredited representative of the International Union or of the Local Union shall be allowed to inspect the shop conditions and use of the Label, in said.....Laundry at any time during working hours.

The party of the second part agree:

We, the party of the second part agree:

A. That in consideration of the signing and the carrying out in good faith of this agreement, we do grant to the party of the first part the privilege of using the Union Label or stamp of the Laundry Workers' International Union during the period of this agreement, provided that the party of the first part agrees to return all label cuts or stamps furnished, without cost of the Union, and to use no printed matter bearing this label, upon the discontinuance or violation of this contract and to surrender all claims to their further use.

B. That an agreement in all particulars practically the same as this one will be entered into and maintained, if possible, between the party of the second part and all white steam laundries operated in Haverhill, Massachusetts, to take effect and continue in force for a like period of time.

C. That the party of the second part will exert its power as a labor organization to make all reasonable effort to benefit the business of the party of the first part.

D. That the party of the second part will not call any strike of its members in sympathy with other organizations or labor unions, unless sanctioned by the Central Labor Council or Trades Assembly of their city and that its members will faithfully perform their various duties toward the Laundry employing them under this agreement to their best ability throughout the life of this agreement.

Laundry Workers.

E. That a new agreement to take the place of this one shall be presented thirty (30) days prior to the date of expiration of this agreement.

F. Any differences that may arise between the party of the first part and the party of the second part, as to the interpretation of this agreement or of any of the clauses or terms thereof, shall be referred to a Board of Arbitration, which Board of Arbitration shall consist of two members of the party of the second part and of two representatives of the party of the first part, these four members of the Board of Arbitration shall, if necessary select another member of said Board of Arbitration and a decision of the majority of said Board of Arbitration shall be binding on both parties to this agreement, provided that all questions at issue must be settled by said Board of Arbitration as expeditiously as possible, and in no case more than two weeks be taken by the said Board of Arbitration to render a decision.

G. This agreement shall not be transferable.

Signed by.....

For Employer.

.....

For International Union.

At a legal meeting of Local Union No. 144, the foregoing contract was approved.

(SEAL.)

Signed for Local Union.....

President.

.....

Secretary, *pro tem*.

LEATHER WORKERS ON HORSE GOODS.

Agreement between Local No. 105 of the United Brotherhood of Leather Workers on Horse Goods and Harness Manufacturer, April 15, 1916 to April 14, 1917.

Agreement made and entered into the 15th day of April, 1916, by and between Local 105 of the United Brotherhood of Leather Workers on Horse Goods and the undersigned, a manufacturer of harness, collars and leather horse goods. Local 105 agrees to furnish to the undersigned the use of its union stamp and shop card, without cost, the use of the union stamp, however shall not be compulsory.

FIRST.

The employer agrees that he will not cause or allow the union stamp to be placed on any goods not made in the shop, for which the use of the union stamp and shop card is granted.

SECOND.

All the employees employed in the manufacture of Leather Horse Goods must be members of the United Brotherhood of Leather Workers on Horse Goods at the going into effect of this agreement.

THIRD.

The hours of labor shall be 53 hours per week except the months of May, June, July, August, September and October, when all work shall cease at 12 o'clock noon Saturday, the wages to be the same as for the 53-hour week.

Leather Workers on Horse Goods.

FOURTH.

The minimum wage to be for repair men, fitters and finishers on coach and buggy harnesses, \$19.50 weekly. Minimum for repair men, fitters and finishers on express and team harness, \$18.00 weekly. Minimum for machine operators, saddle makers and collar makers, \$19.00 weekly. Stitchers, \$15.00 weekly, without loss of pay for all legal holidays, and all overtime to be paid for at the rate of time and one-half.

FIFTH.

All questions of wages or conditions of labor which cannot be mutually agreed upon, shall be submitted to a committee of three to adjust, one to represent the employer, one local 105, they to choose the chairman, he to have the deciding vote. The decision of the committee shall be final and binding on the employer and the Union.

SIXTH.

This agreement shall become void on and after April 14, 1917.
United Brotherhood of Leather Workers on Horse Goods.

.....President.
.....Secretary Treasurer.

Harness Manufacturer
By.....

Agreement between Master Teamsters and Corporations employing Harness Makers in Boston and vicinity, and Local No. 105, April 15, 1916 to April 15, 1918.

To the Master Teamsters and Corporations employing Harness Makers in Boston and vicinity:

We the undersigned members of the United Brotherhood of Leather Workers on Horse Goods, representing a majority of the harness makers employed in the stables of Greater Boston, have decided, owing to the ever increasing cost of living, that, in order to maintain our standard of living, it is necessary to ask for an increase in our wages, trusting that the same will be granted by April 15, 1916.

FIRST.

We request that the hours of labor shall be 53 hours a week, except the months of May, June, July, August, September and October, when work shall cease at 12 o'clock noon Saturdays, the pay to be the same as the 53-hour week, and without loss of pay for all legal holidays. All overtime to be paid at the rate of time and one-half.

SECOND.

The minimum wage where one man is employed, \$20.00 per week. In shops where two or more men are employed, the wages of the man in charge to be \$20.00 per week, and helpers \$18.00 per week.

THIRD.

This schedule to be void on and after April 15, 1918.

.....
President. .

LONGSHOREMEN.

Agreement between the Boston Trans-Atlantic Steamship Lines and contracting Stevedores and the International Longshoremen's Association, May 26, 1916 to September 30, 1917.

This Agreement made and entered into this 26th day of May, 1916 by and between the Boston Trans-Atlantic Steamship Lines and contracting stevedores by their duly authorized representatives as parties of the first part and the International Longshoremen's Association by its duly authorized representatives as parties of the second part.

ARTICLE I.

It is distinctly understood and agreed that all Longshoremen employed by the party of the first part in connection with loading and unloading of ships shall be members of the International Longshoremen's Association whenever such men are available and whenever such men are not available then the party of the first part has the right to employ such other men who can perform the work until such time as the party of the second part can furnish the men, but the party of the first part has the right to employ such non-union men until the completion of the day on which they are employed.

ARTICLE II.

Whenever any controversy arises between the party of the first part and the party of the second part the men shall continue to work and the controversy adjusted between a representative of the party of the first part and the party of the second part. If said controversy cannot be so adjusted then it shall be submitted to arbitration. Said arbitration board shall consist of one representative selected by the party of the first part, one to be selected by the party of the second part, and the two so selected shall select a third party who must be a disinterested person, and the decision of any two shall be final and binding on both parties. Said arbitration board shall meet at least within three days after request for same has been made.

ARTICLE III.

When Union men are employed on steamers, sailing vessels and lighters in the harbor, loading or discharging cargo, they shall be paid from the time they leave the wharf until return to same. Men not to be paid for meal hour unless they work.

When men are compelled to work any meal hour, they shall receive double time at the prevailing rate of wages and for each succeeding hour until relieved.

ARTICLE IV.

Men shall in all cases be paid the prevailing rate of wages for rigging up, hauling stages, handling hatches, etc., and in no case shall men handle hatches, etc., until the appointed hour for commencing work and knocking off.

ARTICLE V.

No member of locals shall work with sailors running winches or handling baggage or cargo to the exclusion of Union men unless Union men are not available but stewards may handle stateroom baggage. When men do not return to work it is left to the discretion of the stevedores to fill their places as best they can.

Longshoremen.

ARTICLE VI.

It is understood that as far as possible no unnecessary labor shall be performed on Christmas Day or Labor Day, but if through special or unavoidable circumstances the employers find it necessary to work, the question of the amount of work to be done shall be decided in each case between a special committee of the men working at the time on the ship and the stevedore. The men to work on the night preceding or succeeding these holidays if ordered out in regular gangs.

ARTICLE VII.

It shall be the duty of hatchmen on sailing vessels or steamers, and guymen on lighters to see that each person employed in his gang has a working longshore card in good standing, and also hatchmen shall challenge guymen for his card, and if he has no longshore card to put a Union man in his place.

ARTICLE VIII.

Men shall be hired in regular gangs before 6 P.M. on the eve of Sundays and all other holidays.

ARTICLE IX.

When men are requested to work on Sundays and Holidays, or the night preceding such Sundays or Holidays they shall be ordered out the night preceding such Sundays or Holidays in regular gangs.

ARTICLE X.

When men are compelled to work cargo in a hatch or next hatch where grain is running, and there is no partition or bulkhead, they shall receive the same wages as if they were handling grain, and in trimming grain all hands time to go on until the grain is finished.

ARTICLE XI.

Shifting gangs shall cease while there are Union men available, but if no Union men are available the stevedore may shift gangs.

ARTICLE XII.

The winchmen to get the running of grain with the hatch boss and hatchmen.

ARTICLE XIII.

All hatches to be on at 5 P.M. Saturdays the year round, except to finish or work overtime, or where grain is running after 5 P.M. hatches to be on at 6 P.M.

ARTICLE XIV.

When men are ordered out to work a half or whole night, they shall receive a half or whole night's pay unless work is discontinued through stress of weather or from any breakdown, or in case of finish loading or discharging.

ARTICLE XV.

When men are requested by foreman to give up their books while working on paper or bags, they shall do so.

Longshoremen.

ARTICLE XVI.

Engineers getting up steam from 6 A.M. to 7 A.M. to receive one double hour and regular wages thereafter.

ARTICLE XVII.

It is understood the Stevedore will arrange as far as possible with the Owners or Agents of the hoisters handling heavy lifts to employ the hatchmen, winchmen and holdmen engaged on the steamer.

ARTICLE XVIII.

When men are ordered out to work nights, Sundays or Holidays and are sent home through lack of work, they shall in no case be paid less than one hour at the prevailing rate of wages.

WAGE SCALE.

ARTICLE I.

For day work 7 A.M. to 6 P.M. on general cargo per hour 40c.

ARTICLE II.

For day work 7 A.M. to 6 P.M. on bulk cargo and nitrate in bags per hour 42c.

ARTICLE III.

For day work 7 A.M. to 6 P.M. on sugar, molasses, oranges and lemons, shipments of glucose and syrup of over 400 barrels, and refrigerated cargo, loaded when a cold blast of 20 degrees or lower is on, (this does not include apples, bacon and general cargo when loaded in refrigerator boxes) per hour 50c.

ARTICLE IV.

For day work 7 A.M. to 6 P.M. on grain per hour 55c.

Night Work.

ARTICLE V.

For night work 8 P.M. till 12 midnight and from 12.30 A.M. till 5 A.M. on all cargo except grain per hour 60c.

ARTICLE VI.

For night work 8 P.M. till midnight and from 12.30 A.M. till 5 A.M. on grain per hour 65c.

Sundays and Holidays.

ARTICLE VII.

For day work on Sundays and all National, State and appointed holidays (including the anniversary of the Battle of Bunker Hill, June 17th), per hour 80c.

ARTICLE VIII.

For night work on Sundays and all National, State and appointed holidays (including the anniversary of the Battle of Bunker Hill, June 17th), from 8 P.M. Saturday night till 5 A.M. Monday and from 8 P.M. on the eve of all holidays until 5 A.M. mornings succeeding such holidays, per hour 80c.

Longshoremen.**ARTICLE IX.**

For work on wrecked and stranded vessels and fire jobs from 7 A.M. till 6 P.M. per hour 50c. From 8 P.M. till 12 midnight and from 12.30 A.M. till 5 A.M. per hour 60c. Sundays and holidays per hour \$1.00, all time to count from the time the men leave the wharf until return to same (as case may be). Men not to be paid for meal hours unless they work.

ARTICLE X.

When men are compelled to work any meal hour they shall receive double time at the prevailing rate of wages and for each succeeding hour until relieved.

ARTICLE XI.

(A) Lunch time, compulsory, to be taken at the usual time on the following cargoes: Sugar, molasses, bulk, cargo, nitrate, jute, loose dry hides, quebracho, gambier, and cutch, in bales or bags, fifteen minutes to be paid for, and when required to work after 5 P.M. gangs to be notified before 4 P.M.

(B) Grapes, 6 barrels in a sling, 12 barrels in a net, and to be trucked to pile. Apples and vegetables, no load to exceed 5 barrels.

This agreement to go into effect 26th day of May, 1916, and to remain in full force until 30th September, 1917.

For the Boston Trans-Atlantic Steamship Lines, American Hawaiian Steamship Lines and Contracting Stevedores.

(Signed)

.....

For the International Longshoremen's Association

(Signed)

Local 799,
 Local 800,
 Local 805,

METAL POLISHERS.

Agreement between Employers and Local No. 95, Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America, Boston, May 1, 1917 to April 1, 1918.

ARTICLE I.

The party of the first part hereby agrees to employ none but members of the above-named organization in good standing who carry the regular working card of the organization and 48 hours' notice shall be given to shop stewards before any non-union help may be employed.

All non-union men must become members of the organization.

Metal Polishers.**ARTICLE II.**

The minimum rate of wages shall be as follows:

Polishers,	\$22.50 for 48 hours.
Buffers,	22.50 for 48 hours.
Platers,	22.50 for 48 hours.
General Brass Workers,	22.50 for 48 hours.
Silver Workers,	

ARTICLE III.

Polisher, Buffer and Plater apprentices shall be paid as follows:

After 3 months,	\$1.50 per day.
After 6 months,	1.75 per day.
After 1 year,	2.00 per day.
After 1½ years,	2.50 per day.
After 2 years,	3.00 per day.
After 2½ years,	3.50 per day.
After 3 years,	3.75 per day.

General Brass Worker apprentices:

After 6 months,	\$1.50 per day.
After 1 year,	1.75 per day.
After 1½ years,	2.00 per day.
After 2 years,	2.25 per day.
After 2½ years,	2.50 per day.
After 3 years,	3.00 per day.
After 3½ years,	3.50 per day.
After 4 years,	3.75 per day.

ARTICLE IV.

Apprentices shall belong to the organization and carry the card of their craft, and only one apprentice be allowed to seven journeymen.

Apprentices shall be given every opportunity to learn all details of their respective trades and shall serve three years, except Brass Finishers, who shall serve four years. Any apprentice leaving his employer before the termination of his apprenticeship shall not be permitted to work under the jurisdiction of the organization but shall be required to return to his former employer.

ARTICLE V.

Time and one-half shall be paid for overtime and double time for Sundays and the following legal holidays: New Year's Day, Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Columbus Day, Thanksgiving, and Christmas, but under no circumstances shall work be done on Labor Day.

ARTICLE VI.

There shall be a shop steward in every shop or factory.

Metal Polishers.**ARTICLE VII.**

This organization agrees to furnish free of cost to any manufacturer signing this agreement, Union Labels, the same to be in possession of a member of the organization; they shall be supplied from headquarters through the local union.

ARTICLE VIII.

The organization agrees to use all legitimate means to further the interests of the employers who sign this agreement.

ARTICLE IX.

The Business Agent or any authorized representative of the organization shall be permitted to have access to shop or factory.

ARTICLE X.

This agreement shall remain in force until April 1st, 1918. Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party, thirty days before the expiration of the agreement, and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

Signed by,

.....For Employer.For Organization.

At a legal meeting of Local No. 95, the foregoing contract was approved.

.....President.Secretary.
Local Seal.

MILK WAGON DRIVERS.

Agreement between Milk Wagon Drivers' Union, Local No. 380, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, and Employers, of Boston, September 1, 1915 to September 1, 1917.

Agreement between.....hereinafter called the employer, and the Milk Wagon Drivers' Union of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, hereinafter called the Union.

ARTICLE I. The employer shall employ as route foremen, chauffeurs, drivers and helpers, members of the Milk Wagon Drivers' Union, Local 380, or members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, or those who will become members within fifteen days.

ARTICLE II. No wagon shall report for work before 12 o'clock A.M.

ARTICLE III. The working hours under this agreement shall not exceed seventy (70) hours a week. All work necessary to complete a week's work shall be included in this period of seventy (70) hours. This does not include cases of accident or breakdown.

ARTICLE IV. Any man working under this agreement wishing to sever his connection with the employer shall give said employer one week's notice of such intention; failure to do so will be sufficient reason for the employer to retain one week's wages.

ARTICLE V. If the employer wishes to discharge a man working under this agreement, he will give said employee one week's notice of such intention or one week's wages. This does not include cases of dishonesty or drunkenness.

ARTICLE VI. Men in charge of four teams or more shall be classed as route foremen and receive route foremen's wages.

Milk Wagon Drivers.

ARTICLE VII. Men working under this agreement shall receive two weeks' vacation with wages each year. Men must be in the employ of the employer one year during or previous to the vacation period to be entitled to the above vacation. The vacation period is during the months of May, June, July, August and September.

ARTICLE VIII. Men working under this agreement shall receive one day off in twenty-one, with wages from October 1st to May 1st, or the equivalent in days off during the life of this agreement.

ARTICLE IX. All men working under this agreement shall receive one week's vacation, with wages, if they are in the employ of the employer six months previous to or during the vacation period. The vacation period is during the months of May, June, July, August and September.

ARTICLE X. Any work pertaining to the care of wagons and horses shall be performed by men other than those who act as route foremen, drivers and helpers. This does not apply to owners of five wagons or less or small branch stations which do not exceed five wagons or routes.

ARTICLE XI. No money shall be taken out of wages of any man working under this agreement for reasonable shortages in merchandise or uncollected bills.

ARTICLE XII. All weekly and monthly bills must be made out in the office by other than those who are working under this agreement and all routes must be balanced daily. No person shall be held responsible for any merchandise shortage, only a daily shortage.

ARTICLE XIII. No wagon shall be on the street over ten hours. It being understood that no wagon shall be on the street over ten hours in any one day. This does not include accident or breakdowns.

ARTICLE XIV. Men working under this agreement shall be allowed a reasonable merchandise shortage. In cases of accident or breakdown men shall be given a fair hearing.

ARTICLE XV. The employer shall not ask the employee to wear any cap or uniform which is made under non-union conditions.

ARTICLE XVI. Route foremen, drivers or helpers shall not enter the chest for their load in the morning or take returns from the platform after unloading their teams. This does not include employers who operate five teams or less or branch stations operating less than five routes.

ARTICLE XVII. Regular drivers on a regular route for two consecutive years shall be given first choice when there is a vacant route. It is agreed that promotions must come from the rank and file of drivers, if qualified; the older in the point of service shall be given the preference and all vacancies must be posted for bids. It is understood that only one change shall take place.

ARTICLE XVIII. Route foremen shall not work on Sundays or holidays except in case of emergency.

ARTICLE XIX. It is agreed that any controversy arising not provided for in this agreement that the matter shall be submitted to a committee of five for arbitration, two to be selected by the first party, two to be selected by the second party, and the fifth to be selected by the first four. During such time as the matter is pending there shall be no lock-out or strike.

ARTICLE XX. A route foreman shall not have charge of over seven family or mixed routes, if all routes, however, are wholesale routes, he may have charge of nine.

ARTICLE XXI. Any man working under this agreement shall not be compelled to procure any specified amount of new business.

ARTICLE XXII. No man working under this agreement shall be asked to sign or make any verbal agreement that will in any way conflict with this agreement.

Milk Wagon Drivers.**WAGE SCALE.**

ARTICLE I. Inexperienced drivers shall receive as wages: — \$15.00 per week for the first three months, \$17.00 per week for the next three months, \$18.00 per week for the next six months.

ARTICLE II. Drivers with one year's experience or over as driver, or route foreman, shall receive as wages: — \$18.00 per week for the first month, \$19.50 per week from Sept. 1, 1915, to Sept. 1, 1916, and \$20.00 per week until Sept. 1, 1917.

ARTICLE III. Helpers on regular routes shall receive \$14.50 per week from Sept. 1, 1915, until Sept. 1, 1916, and \$15.00 per week from Sept. 1, 1916, to Sept. 1, 1917, and the same conditions as the route foremen and drivers in regard to days off and vacations.

ARTICLE IV. Route foremen, chauffeurs, drivers and helpers shall receive overtime for all work done in excess of that specified in this agreement at their respective wages.

ARTICLE V. Drivers on other wagons shall receive \$14.50 per week on single wagons from Sept. 1, 1915, to Sept. 1, 1916, and \$15.00 per week from Sept. 1, 1916, to Sept. 1, 1917. Drivers of double wagons shall receive \$17.50 from Sept. 1, 1915, to Sept. 1, 1916, and \$18.00 per week from Sept. 1, 1916, to Sept. 1, 1917. All classes covered in this article shall receive the same conditions as other men covered in this agreement.

ARTICLE VI. Route foremen shall receive \$22.50 per week from Sept. 1, 1915, to Sept. 1, 1916, and \$23.00 per week from Sept. 1, 1916, to Sept. 1, 1917.

ARTICLE VII. Chauffeurs shall receive \$20.00 per week and the same condition as other men covered in this agreement, in the matter of vacations, days off, etc. Nine hours shall constitute a day's work on week days, and any part of a day shall constitute a day's work on Sunday. It being understood that a chauffeur shall not work over nine hours a day for a day's pay and he will receive overtime for all work in excess of that nine hours.

ARTICLE VIII. Men working under this agreement receiving more than this scale shall suffer no reduction in consequence of this agreement.

This agreement shall take effect.....and continue in force until.....

Milk Drivers' Local 380.

By.....

MOVING PICTURE MACHINE OPERATORS.

Agreement between Employers and Moving Picture Machine Operators' Protective Union, Local No. 182, International Association Theatrical Stage Employees, of Boston, June 1, 1914 to June 1, 1917.

This Agreement, executed in duplicate, this.....day of.....191....., Between.....Manager and.....Owner of the.....Theatre, in City or Town of....., party of the first part, and Moving Picture Machine Operators' Protective Union, Local 182, of Boston, parties of the second part, and to remain in force until the.....day of....., 191.....

WITNESSETH: I. That the party of the first part engages to hire none but members in good standing with the parties of the second part, to perform services as Moving Picture Machine Operators, at the weekly salary of no less than.....Dollars.

II. The party of the second part, hereby agrees to furnish such Operators to serve the party of the first part, in such capacity at such theatres, and at such times as may be required, subject, nevertheless, to the provisions of this contract.

Moving Picture Machine Operators.

III. The party of the first part, in consideration of the acceptance by the party of the second part of the engagement covered by this contract, hereby guarantees to any operator hired under this agreement the payment of his salary in accordance with the terms of this contract.

IV. Where any operator hired under this agreement is engaged to work by the week it is expressly agreed that the party of the first part shall pay him a full week's salary, whether he works a full week, or fraction thereof, providing, however, that said operator is on hand to work, if his services are needed. Where the operator is engaged by the day, he shall receive a full day's salary in all cases.

V. A day's work under the terms of this contract shall consist of Seven hours or less.

VI. Six consecutive days to constitute a week.

VII. In theatres that operate Seven consecutive days, Sunday performances shall be paid for at the rate of no less than \$4.00 for seven hours or less.

VIII. Regular Operators to receive no less than \$20.00 for six consecutive week days.

IX. All time spent over seven hours per day, at operators' duties, which said time shall be computed from the time that the party of the first part shall require the services of said operator, shall be termed Overtime, and shall be no less than 75c per hour, or fraction thereof.

X. Operators who work six hours or over, per day in the booth, shall not be required to carry shows to or from film exchanges. The word "shows" as used in this clause, means picture films, sheet music, and other paraphernalia carried by operators such as is now included under the word "Shows" in the trade meaning of said word "Shows."

XI. Operators carrying "Shows" shall receive all expenses incurred in doing same.

XII. Travelling Operators shall receive no less than \$40.00 per week and expenses.

XIII. The wages for "one-night-stands" (so called) when there is NO machine to be set up, shall not be less than \$4.00 and expenses, and where there IS a machine to be set up, the wages shall not be less than \$5.00 and expenses.

XIV. The wages for all special performances for Sundays and Holidays for positions stated in Article XIII shall in all cases be one (1) dollar extra.

XV. One-night-stands shall not consume more than one day of twenty-four hours.

XVI. The party of the first part agrees to give any operator hired under this agreement ONE WEEK'S notice of the cancelling of his services. Said operator is to give the party of the first part ONE WEEK'S notice of his intention of cancelling his engagement. It is further agreed that the party of the first part shall have the right to discharge any operator without notice for any of the following reasons: Drunkenness, dishonesty or incompetency, and the party of the second part agrees to fill the vacancy that may occur under this article immediately with a member of Local 182, International Association Theatrical Stage Employees of United States and Canada.

XVII. It is agreed that the party of the first part shall have the right to make such rules and regulations as it may deem necessary and proper for the conduct and management of its business, and any operator hired under this agreement agrees to obey all such rules and regulations, and to obey all orders and directions of any representative of the party of the first part, in so far that they do not conflict with the terms of this contract, or with the rules of the International Association Theatrical Stage Employees of United States and Canada, or with the laws as set down by the Massachusetts State Police.

XVIII. It is admitted and agreed that no other, further or additional agreement, save as herein contained, either oral or in writing, exists between the parties hereto, and this agreement cannot be modified or changed in any particular except in writing signed by the parties hereto.

XIX. In case of any dispute whatsoever between the parties to this contract which they cannot amicably adjust, governing the business relations between said manager and

Moving Picture Machine Operators.

his operators, or of said manager and the Moving Picture Machine Operators' Local Union 182, during the existence of this contract, it is hereby agreed that said dispute shall be referred to an Arbitration Committee consisting of three members, one member to be chosen by each party to this contract, and these two shall select a third, and it is also agreed that the committee thus chosen shall meet within twenty-four hours from the time of organization and no action shall be taken by either party to this contract, until the report of said arbitration committee shall have been received by both parties, and the recommendations of such arbitration committee shall be binding on both parties.

XX. It is also understood and agreed that in accordance with the by-laws of the International Association Theatrical Stage Employees of United States and Canada, this contract is subject to cancellation at any time by giving two weeks' notice, and consequently the privilege of cancellation by giving two weeks' notice is reserved by the manager.

XXI. Neither party to this contract shall initiate state or city Legislation, without first discussing such proposed legislation with a committee from the other party.

XXII. IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this.....day of....., 191.....

Party of First Part.....

Party of Second Part.....

(SEAL.)

WITNESSES:

.....

.....

PAINTERS, DECORATORS, AND PAPERHANGERS.

Agreement between Local No. 257, Brotherhood of Painters, Decorators, and Paperhangers of America, of Springfield, and Employers. — In effect May 1, 1916.

This Agreement made this.....
.....by and between Local Union No. 257 of the Brotherhood of Painters, Decorators and Paperhangers of America, for itself, and for those persons who now are, or during the life hereof may become, its members, or come under its control, of the first part, hereinafter called the Local Union, and the Master Painters' Association of Springfield, for itself, and for those persons who now are, or during the life hereof may become its members, and for all other contracting painters not members of said association who either by signing these presents or by acceptance of a shop card to be issued hereinafter mentioned, become parties hereto, hereinafter called Employer or Employers,

WITNESSETH:

ARTICLE 1. — PAY DAY.

All employers affected hereby whether members of said Master Painters' Association or not, shall establish and maintain a weekly pay day during which all members of said Local Union or persons under its control, shall be paid in full in lawful money of the United States, for all labor previously performed for such employer. Should such payment not be made within one hour of quitting time, through no fault of the employee, such employee shall thereby become entitled to receive, and shall receive pay at the rate of time and one-half for all working hours elapsing between the time when payment should have been made and when it actually is made.

Painters, Decorators, and Paperhangers.**ARTICLE II. — SHOP CARDS.**

SECTION 1. For the purposes of this agreement, section 20 of the Labor Union by-laws shall be held to be amended as follows: Before a shop card shall be granted to any employer the following conditions must be complied with; and upon such compliance such shop card in the usual form shall be issued.

SECTION 2. Applications for shop cards shall be in writing signed by the applicant, and shall be in such form and contain such information as the committee hereinafter mentioned may require. Such applications shall be heard and determined by a committee, three of whom shall be appointed by said Local Union and three by said Employers, and before such shop card is issued, such applicant therefor shall sign and become a party to this agreement and satisfy said committee in the following respects.

A. That he has ability to properly estimate work.

B. That he appears to be able to pay on a weekly pay day to be established by him, such sums as he will probably become indebted for as wages to members of said Local Union or persons under its control. Should said committee doubt his ability so to do, it may require that he furnish security to meet such payments.

C. That he is sufficiently covered by liability insurance under the law of Massachusetts relating to Workmen's Compensation, for the protection of all persons to be employed by him, and that he shall agree to satisfy the authorized agent of said Local Union that he will carry sufficient liability insurance for such purposes while he continues to hold such card.

D. That he can give reasonable assurance that he can give employment to the members of said Local Union or persons under its control, not including himself, for at least 450 days in each year.

SECTION 3. The shop card heretofore issued and now held by the School Committee of the City of Springfield, shall be withdrawn, but the City of Springfield shall be allowed to employ not more than two members of said Local Union at any one time, without either party being deemed to have violated the provisions of this agreement.

ARTICLE III. — APPRENTICES.

SECTION 1. Any person engaging to learn the trade of painter, paperhanger or decorator, must be a male over the age of sixteen years and under the age of twenty-one years at the time he registers as such apprentice, unless special dispensation is granted by said Local Union. He shall be required to serve a regular apprenticeship of at least three consecutive years.

SECTION 2. Any employer taking an apprentice shall agree to employ him in learning such trades for twelve months in each year. Such employer shall be entitled to thirty days' trial upon employing such apprentice at the expiration of which period if such apprentice shall have proved himself satisfactory to such employer, he shall be properly indentured by said Local Union. If such apprentice shall not have proved satisfactory to said employer, he shall not be required to keep him, but will be required to pay him at the rate of six dollars per week for the time which he has worked. No such apprentice shall be allowed a trial with more than two contractors, and no contractor shall be allowed to try more than two such apprentices consecutively.

SECTION 3. Wages of apprentices from the date of registration shall be as follows:

\$6.00 per week for the first year.

\$9.00 per week for the first six months of the second year.

\$11.00 per week for the second six months of the second year.

\$15.00 per week for the first six months of the third year.

\$18.00 per week for the second six months of the third year.

Painters, Decorators, and Paperhangers.

After the first year the apprentice shall appear before an examining board which shall consist of an equal number of members of said Local Union and Employers one of which shall be said apprentice's employer, and shall be examined as to his ability to perform the work for which he is apprenticed for the time served. Such examinations shall be held every six months. An apprentice failing to pass a satisfactory examination shall be compelled to serve for the following six months at the same rate of wages.

SECTION 4. Apprentices shall not be allowed to work more than nine hours per day when working in the shop and no apprentices shall be allowed to work on any job away from the shop more than eight hours on any Monday, Tuesday, Wednesday, Thursday or Friday, or four hours on any Saturday. Apprentices registered in any shop shall be allowed to work in that shop and in none other, except by mutual agreement of such apprentice's employer and proposed employer and the Local Union. No apprentice shall be permitted to work on Sundays except for double pay, or on any job unless his employer shall at the same time be employing at least two journeymen on that job or on other jobs.

ARTICLE IV. — STRIKES AND LOCKOUTS.

The parties hereby agree that they shall not call, permit or countenance any strike or lockout in which the members of each or persons under their control, are involved, during the life of this agreement, except that said Local Union cannot agree that no strike shall be called by the Building Trades Council of the City of Springfield.

ARTICLE V.

Said Local Union agrees that none of its members and no person under its control shall handle or apply any material in painting, paperhanging, or decorating, furnished by any owner or agent, unless such owner or agent is a recognized party to this agreement, under penalty of a fine of one dollar per day for each day when such person shall handle or apply such material in painting, paperhanging or decorating. Such fine shall be imposed and collected by said Local Union.

ARTICLE VI.

Any member of said Local Union who has been hired by a contractor in person, and who appears at the time and place for which he is engaged, at the job or at the shop, shall be entitled to demand and receive two hours' pay if he is not set to work, unless a reasonable excuse be given by the employer.

ARTICLE VII.

No more than one employer shall be allowed on any one job unless a mutual agreement is reached between the employers involved. This agreement, however, shall not exclude any other employer from making a contract for painting and decorating or performing the painting and decorating of any building at the same time that another employer is painting the same under a contract for painting alone, or vice versa. In case a disagreement shall arise on any job between the employer and the persons with whom he has contracted, such employer shall be satisfied before such job is continued by any other employer. In case that such employers are unable to reach a mutual agreement satisfactory to themselves, said Local Union reserves the right through a committee, to act as a board of arbitration, and may adjust the differences involved and, if it sees fit, forbid any of its members from further working on such job for any such employers so involved. No employer shall be allowed to work for another employer on any job, under penalty of forfeiting his shop card.

Painters, Decorators, and Paperhangers.**ARTICLE VIII. — WAGES.**

The employers agree to pay union wages fifty cents per hour, to work union hours, *viz.*, forty-four hours per week, and to abide by the rules of said Local Union governing union shops in-so-far as they do not conflict with this agreement.

Said Local Union agrees that the Employer's price per hour is 67½ cents and when satisfactory proof is offered, of violation of the foregoing, the same shall be referred to the Joint Shop Card Committee.

ARTICLE IX.

No member of said Local Union and no person under its control, except he be a recognized employer hereunder, shall perform any work as an independent contractor, for less than Masters' prices, both as to labor and materials at any time, and no such person or member shall engage in any work as such contractor which shall require more than eight hours for its completion, or perform such work on his own account for the same party oftener than once a month. Work performed by such member or person shall be performed during the working hours from eight A.M. to twelve noon and from one P.M. to five P.M. The provisions of Art. V. regarding stock shall apply to the provisions of such members or persons contracted. This Article does not apply to members of the Local Union over 50 years of age. When a member of the Local Union can take a job, at Masters' prices, that exceeds the provisions above, he shall turn it in to his employer, or some other recognized contractor, and shall be employed on the job and shall receive besides his wages, 5% of the entire amount of such job, provided an agreement is reached before the job is started.

ARTICLE X.

The Employer shall be entitled to an absolutely free hand in the employment and discharge of his employees, and the Employer agrees to employ none but members of the Brotherhood of Painters, Decorators, and Paperhangers of America, or men willing and competent to join the same. Men who apply for work without a permit from the Business Agent or are not in possession of the current B. T. C. button, or card, shall be referred to the office of the authorized agent of the Union, within 24 hours.

ARTICLE XI.

All disputes arising between an employer and the members of said Union or persons under its control shall be settled by a grievance committee composed of equal numbers of members of said Union and of said employers. Should such committee be unable to agree they shall choose a disinterested person to act with them in such matter.

ARTICLE XII.

It is understood and agreed by all parties concerned that the date of the beginning of this agreement is May first, 1916, and shall continue in force for at least twelve months, and continue in force until one party has notified the other at least three months in advance in writing, of their desire to cancel the same.

For Contractor.

.....

For Local Union No. 257.

.....

PHOTO-ENGRAVERS.

Agreement between Newspaper Publishers of Boston and Local Union No. 3, International Photo-Engravers' Union, March 15, 1912 to March 14, 1917.

The National Board of Arbitration decides that the following scale of wages and conditions shall be in effect in the City of Boston, Mass., from March 15, 1912, to March 14, 1917:

ARTICLE I.

SECTION 1. None but members of the Boston Photo-Engravers' Union No. 3, International Photo-Engravers' Union, are to be employed in the following branches: Photo-graphing, negative turning and metal printing, color film laying, etching, engraving, routing and blocking, routing and blocking to be considered as one branch.

When the Union is unable to furnish the required number of journeymen, the office shall have the right to employ competent men, whether members of the Union or not, provided that if such outside men are given permanent employment they must join the Union.

SECTION 2. The foreman shall be a member of the Union, but he shall be directly responsible to the office employing him for the conduct of the men under his direction, the quality and time of delivery of all work, and the economic administration of his department. The foreman shall be the judge of a man's general fitness to work in the shop, and no foreman shall be obliged to employ any man whom he may consider incompetent.

When a foreman discharges a man, he shall be required, upon demand, to give his reasons in writing.

ARTICLE II.

SECTION 1. Not more than forty-eight (48) hours shall constitute a week's work, and shall consist of six (6) days of eight (8) hours each. All time in excess of forty-eight (48) hours per week or of eight (8) hours per day shall be overtime, to be paid for at the rate of time and one-half.

SECTION 2. The hours of a day's work, whether night or day, shall be eight (8), and shall be between 7 A.M. and 6 P.M. for day work, and between 5 P.M. and 7 A.M. for night work. The working hours shall be continuous.

SECTION 3. At least forty-five (45) minutes shall be allowed day workmen for dinner, and thirty (30) minutes shall be allowed night workmen for supper, existing conditions in this regard to be continued.

SECTION 4. Not more than eight (8) hours' overtime can be made by any one man in one week (when a substitute can be procured). When "good day" or "good night" has been called, and a man is called back, after leaving the office, he shall receive one dollar (\$1.00) compensation for said call, besides regular overtime.

SECTION 5. Any man working on the seventh (7th) day shall receive pay for a day and a half's work, provided that this clause shall not apply to the regular work if a morning newspaper.

ARTICLE III.

SECTION 1. Journeymen photographers, negative turners and metal printers, etchers, engravers, routers and blockers shall not receive less than the following scale:

Photo-Engravers.*For Day Work.*

From March 15, 1912, to March 14, 1913,	. . . . .	\$25.00 per week.
From March 15, 1913, to March 14, 1915,	. . . . .	26.00 per week.
From March 15, 1915, to March 14, 1917,	. . . . .	27.00 per week.

Color film layers to receive thirty-five dollars (\$35.00) per week.

For Night Work.

From March 15, 1912, to March 14, 1913,	. . . . .	\$28.00 per week.
From March 15, 1913, to March 14, 1915,	. . . . .	29.00 per week.
From March 15, 1915, to March 14, 1917,	. . . . .	30.00 per week.

SECTION 2. One apprentice shall be allowed to every ten journeymen (or fraction thereof), provided that each office may have at least one apprentice. Apprentices shall serve five (5) years and shall receive the following scale: \$6.00 per week the first year: \$3.00 additional per week each succeeding year until the completion of the apprenticeship.

SECTION 3. No apprentice shall be allowed to displace a journeyman regularly employed, but in his fourth year he may perfect himself in any branch of the trade he may elect, under the direction of the foreman.

SECTION 4. No member of the Photo-Engravers' Union shall be allowed to work at any other branch of the business outside of the one which his card entitled him to, except in case of necessity or emergency.

SECTION 5. Where discharges are made by foreman, and the action of the chapel embraces reinstatement, a conference shall be had between representatives of Photo-Engravers' Union No. 3 and the business manager of the paper affected, for the purpose of reaching an understanding. If no settlement is reached at this conference, the case shall be decided by arbitration.

All working conditions, except as herein modified, shall remain as at present.

All differences under this contract, or the interpretation of any clause or clauses of it, and differences relative to a new agreement, shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Photo-Engravers' Union of North America.

(Signed).....

.....

Agreement between Local Union No. 3, International Photo-Engravers' Union and Employing Photo-Engravers, Boston, March 15, 1912 to March 14, 1917.

ARTICLE I. That both parties hereto mutually agree that their object is for the good and welfare of the employer and employees and for the best interest of the Photo-Engravers' craft, and that they will at all times abide by and do all in their power to live up to any and all agreements.

ARTICLE II. That forty-eight hours shall constitute a full week's work for day workers, during the life of this agreement. That all extra time shall be charged as follows:

Photo-Engravers.

Overtime, time and one-half; all legal holidays, double time; Sundays, double time.

That no employee shall be laid off between starting time and noon or noon hour and quitting time. Overtime to consist of work done in excess of forty-eight hours per week, except when the employee has voluntarily lost time, except in case of sickness; to be in force where a holiday comes, in which case forty hours shall constitute a full week. Where a night force is employed they shall receive \$3.00 additional per week to the day scale.

ARTICLE III. That the employing Photo-Engravers whose signatures are attached hereto shall not pay less than the following minimum Journeymen's scale of wages per week:

	Per Week.
Photographers, half tone and line,	\$21.00
Etchers, half tone and line,	21.00
Finishers, half tone and line,	21.00
Proofers, half tone and line,	21.00
Ben. Day Workers,	21.00
Routers,	21.00
Blockers,	21.00
Negative Turners,	21.00
Metal Printers,	21.00

That Blockers may be considered apprentices to the Router. That Negative Turners may be considered apprentices to the Photographers. That Metal Printers may be considered apprentices to the Etchers. But where a Journeyman is employed at any of the aforesaid branches, he shall receive Journeymen's pay.

ARTICLE IV. That this scale agreement shall not affect any member who is now getting over or above the scale.

ARTICLE V. That all apprentices are to serve an apprenticeship of not less than five years or over. The ratio of apprentices shall be as follows: One apprentice to every four and two to every seven total number of Journeymen employed. That apprentices shall receive \$3.00 per week for the first year, five for the second, seven for the third, nine for the fourth, and twelve for the fifth.

ARTICLE VI. That the employer signing this agreement shall not prevent or try to prevent any employee from securing a position in any other shop, and that any understanding to this effect now existing between the Employing Photo-Engravers of Boston, shall be annulled.

ARTICLE VII. No contracts, individual or otherwise, conflicting with this agreement shall be entered into.

ARTICLE VIII. That the employing Photo-Engravers signing this agreement shall employ none but members of the International Photo-Engravers' Union of North America, or applicants for positions holding permit from the Boston Photo-Engravers' Union, No. 3, International Photo-Engravers' Union.

ARTICLE IX. That all disputes that may arise, not covered by this agreement, as to the interpretation of it shall be submitted to an Arbitration Committee, consisting of three from each party to this agreement and if this committee shall fail to agree, then said six members shall choose a seventh who shall be a disinterested party. This committee of seven shall render its decision within thirty days. During the time of said arbitration, no strikes or lockouts shall be engaged in by either party of this agreement.

ARTICLE X. This agreement shall be in force for one year from.....
to.....and continue thereafter subject to the following conditions:

Photo-engravers.

If either party desires any change made, they will serve notice of such changes sixty days before expiration of this agreement.

IN WITNESS WHEREOF we the undersigned attach our hand and seal.

.....President.

.....Secretary.

PLASTERERS.

Agreement between Master Plasterers' Association of Greater Boston and Locals 10 and 275 of the Operative Plasterers' International Association, June 1, 1914 to June 1, 1918.

This agreement entered into on theday of1914, by and between Locals 10 and 275 of the Operative Plasterers' International Association and the Master Plasterers' Association of Greater Boston, in the Counties of Suffolk and Middlesex and Commonwealth of Massachusetts:

WITNESSETH:

1. That the said Journeymen's Union, or any one of its members will not demand or otherwise require the said Master Plasterers' Association, or any of its members, to cease to perform any work that any member of said Master Plasterers' Association may have in contemplation or under construction, should any dispute of any kind arise between the periods herein specified, and on the part of said Union, but on the contrary, all matters in dispute shall immediately be submitted to and so far as possible, settled by a Board of Arbitration, to be agreed upon between the parties hereto.

The pendency of said arbitration shall not in any manner interfere with the employment of any member of said Locals 10 and 275, providing they are working under the constitution and by-laws of these locals, or the performance of labor by them as an employee of said Master Plasterers' Association, or any member thereof, provided and condition that the cause of the dispute is not directly under the authority, control or express or implied direction of any such master plasterer of said Association.

2. Three apprentices shall be allowed to each shop. The age of any apprentice starting work shall not be more than twenty years or less than sixteen years. All apprentices shall be paid at the rate of \$6.00 for the first year, \$9.00 for the second, \$12.00 for the third and \$15.00 for the fourth and last year. All apprentices shall be paid the weekly wage, except through time lost of their own accord. In case of sickness, the payment of wages is left to the discretion of the employers. All apprentices and their employers shall be under the jurisdiction of the Board of Arbitration. Sons of members of both locals shall be given the preference as to employment in serving their apprenticeship.

3. All mortar boards shall be placed at least eighteen inches above the scaffold except in bath room, closets and small places.

4. In the event that any member of the Master Plasterers' Association who shall enter into and is duly fulfilling a contract with a builder, owner or general contractor, fails to receive money on account of his respective contracts with such builder, owner or general contractor, in accordance with the terms of such contract, then no member of said Journeymen's Plasterers' Union nor any member of any affiliated union, nor any member of said Master Plasterers' Association will continue to render or perform service upon or under any such contract until a satisfactory settlement has been made, received or entered into by such aggrieved Master Plasterer.

5. The rate of wages paid shall be 65 cents per hour until May 31st, 1915. Beginning with June 1st, 1915, on and after that date the rate of wages shall be 70 cents per hour.

6. Beginning with the week of June 1st, 1915, the hours of work per week shall be forty, the week ending on Friday night, the employer shall be allowed the privilege of closing

Plasterers.

his weekly pay roll on Thursday night in greater Boston district, and on out of town work the weekly pay roll can be closed on Wednesday night if so desired.

7. In case of any contractor having a repair job that cannot be done at any other time, only on Saturday, he shall notify the agents of the Local whose district the job is in, and if upon investigation the condition warrants it, the agent shall issue a permit to the man or men who are to work on the job in question, but under no consideration will a permit be issued only for one Saturday at a time, and on repair and emergency work only.

8. On all work done by Operative Plasterers' International Association contractors within twenty railroad miles of the North or South Station, all contractors employing Operative Plasterers' International Association men shall be governed by this agreement.

9. This agreement shall remain in force until June 1st, 1918. If at the expiration of this agreement any change shall be then desired by either party, a request in writing shall first be made by such party hereto, and in the event that any agreement upon any proposed change shall be arrived at, the same shall take effect one year from date.

10. Any working rules or by-laws so called of said Union No. 10 that are now in force or may be hereafter enacted that shall be in conflict with the terms or spirit of this agreement, shall not in any manner be considered to invalidate said terms, but this agreement shall be binding on both parties during the period as aforementioned, or during such further time as this agreement shall be extended, and if not extended within the above time, shall continue in force until otherwise ordered.

11. No part of this agreement shall in any way conflict with the existing agreement entered into between the said Union No. 10, Operative Plasterers' International Association and the Bricklayers' and Masons' International Union bearing date of February 8, 1911.

12. On and after June 1st, 1915, it is agreed that there shall be but one contracting plasterer to any one job done in the jurisdiction of Locals 10 and 275.

PLUMBERS.

Agreement between Master Plumbers' Association of Boston and Vicinity and Local Union No. 12, United Association of Plumbers, March 20, 1916 to December 31, 1918.

Agreement mutually made and entered into this day between the members of the Master Plumbers' Association of Boston and vicinity who employ union help, and Local Union No. 12 of the United Association of Plumbers, each party to the Agreement acting by their duly authorized committee as subscribed hereto.

ARTICLE No. 1.

Whereas, it appears to the satisfaction of the members of the Master Plumbers' Association and Local No. 12 of the United Association as hereinbefore described, that the best interests of the individual members thereof will be established, promoted and protected by mutual compact for the establishment and maintaining of a standard rate of wages, and for settling of differences which may arise between the members of the respective organizations.

ARTICLE No. 2.

The Employers agree to employ only members of Local No. 12 to do their work within the territory to which this agreement applies as long as Local No. 12 is able to supply them with reliable competent and otherwise satisfactory plumbers.

Plumbers.

ARTICLE NO. 3.

When working in territory where no Local of the United Association exists, or where a Local cannot supply sufficient help to man a job, the Master Plumbers shall have the right of employing such men in that locality as they require, after notifying the nearest Local, at the rate of wages and hours of work current in the nearest Local.

This is intended to apply to territory other than Boston.

ARTICLE NO. 4.

(MEN SENT TO THE COUNTRY.)

All men sent to jobs outside of the city shall be considered as working in accordance with conditions existing in Boston under this Agreement. They shall have their board paid, and also their traveling expenses, as follows, *viz.*: If the distance from the city to the place they are to work is twenty-five (25) miles or less, they shall be paid one fare to and from the place once a week. If more than twenty-five (25) miles, they shall be paid only a single fare to and from the job.

When working out of town, where board is paid, plumbers may report to shop at 7.30 A.M. before taking train to job.

It is hereby agreed that the time limit for leaving the city on out of town work shall be 7.00 A.M., when necessary to do so to get on the work at 8.00 A.M., and that the journeymen shall return to the city not later than 6.00 P.M., and shall travel by the quickest and shortest route.

The maximum cost of board to be paid by the employer is one dollar (\$1.00) per day.

ARTICLE NO. 5.

(HOURS OF LABOR.)

Eight (8) hours shall constitute a day's work, namely, from 8 to 12 A.M. and from 1 to 5 P.M., except on Saturdays, when four (4) hours, namely, from 8 to 12 A.M. shall constitute a day's work, with pay for four (4) hours.

During the months of November, December, January and February, the employer shall have the right to stop work at 4.30 P.M. and deduct a half hour's time from any man or men declining to take only a half-hour for lunch.

ARTICLE NO. 6.

(SATURDAY LABOR.)

An employer, when called upon to do emergency work, shall have the right to employ journeymen on Saturday P.M. up to 5 P.M. at the single time rate of wages. Emergency work to consist of all work necessary to prevent the destruction of property or the menacing of health.

ARTICLE NO. 7.

(DOUBLE TIME.)

All over-time (being in excess of that stated in the preceding Articles), shall be paid for at double-time rate of wages. Also on Sunday, Washington's Birthday, Patriots' Day, Decoration Day, Fourth of July, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day.

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ARTICLE No. 8.

(RATE OF WAGES.)

On and after July 1st, 1916, the wages for a journeyman shall be five dollars and fifty cents (\$5.50) per day.

For disability or age the Joint Conference Board will allow a member of Local Union No. 12 to work at one dollar (\$1.00) per day less than the prevailing rate of wages. No more than two (2) such men shall be employed in any one shop.

ARTICLE No. 9.

(WHEN LAID OFF.)

No man shall be laid off only at one-quarter time, at 10, 12, 3 and 5 o'clock.

When a man is laid off or discharged, he shall be paid off including return of transportation, and if he is required to go back to the shop for his pay, his time shall be paid for until he receives his money. In case of a dispute as to wages, payment shall be made for undisputed time, and claim may be made for the balance to the Joint Conference Board, whose decision shall be final.

ARTICLE No. 10.

(FOREMAN.)

It shall be the duty of all foremen to report any man late on the job to his employer at the time it occurs.

ARTICLE No. 11.

(AMOUNT OF WORK.)

There shall be no limitation to the amount of work a man shall perform during his working day, nor discrimination against the use of any specialty in tools or material approved by the Joint Conference Board. The Master Plumbers' Association will assist in all possible ways to discourage the use of fixtures and fittings not considered good plumbing practice.

ARTICLE No. 12.

(SHOP FOREMAN.)

Shop foreman or superintendent need not be a member of the United Association or any Labor Union, provided he does not use tools in performing his duties.

But no journeyman shall become a superintendent or foreman of a shop while under discipline or in bad standing by Local No. 12 or the United Association.

ARTICLE No. 13.

All piping appertaining to plumbing shall be done and cut by members of the United Association by hand power on the job (subject to conditions specified in Articles 2, 3 and 4) but shall not apply to two and one-half ($2\frac{1}{2}$) inches and upward, or to any nipples up to eight (8) inches long.

All pipe-cutting power machines must be in charge of a member of Local Union No. 12, when on job.

ARTICLE No. 14.

(SUB-LETTING.)

The Master Plumbers and Journeymen agree not to sub-let or lump plumbing.

Plumbers.**ARTICLE No. 15.****(APPRENTICES.)**

(a) It is hereby agreed that an employer having a member of Local Union No. 12 regularly employed will be entitled to one apprentice; any shop employing five or more members shall be entitled to two apprentices. It is expressly understood that no employer will be entitled to more than two apprentices. The basis of an apportionment shall be computed by the average employment of journeymen for the past year. But it is expressly understood and agreed that the apprentices now registered will be permitted to finish their apprenticeship in the respective shop.

(b) It is hereby agreed that no employer shall be entitled to register an apprentice over 18 years of age. Exceptions to be decided by the Joint Conference Board.

(c) It is hereby agreed that all apprentices shall serve as an assistant for the first three years. At the commencement of the fourth year, shall be given a kit of tools and permitted to work under the instructions of a journeyman until the end of the fifth year, when he shall be known as a "Junior." It is expressly understood that "Junior" may be permitted to work for \$1.00 per day less than the prevailing rate of journeymen's pay between the fifth and seventh year, providing he holds his employment with the same employer with whom he has served his apprenticeship, but in no case shall his employer be permitted to sign an agreement or an indenture with the said apprentice for a period covering more than five years, and it is further agreed that said apprentice may become a member of the Journeymen's Association at the expiration of the five years.

(d) It is hereby agreed that the Journeymen shall use their best endeavors to instruct the apprentices in the knowledge and science of plumbing.

(e) It is hereby agreed that any discharged apprentice may present his grievance in writing to the Joint Conference Committee, who shall render a decision whether he has been discharged for good and sufficient reasons.

(f) It is hereby agreed that no Master Plumber shall employ a boy who has been an apprentice to another Master Plumber unless the boy can show a proper discharge from his last employer, or a recommendation from the Joint Conference Board.

(g) It is hereby agreed that the apprentice shall be under the control of the Master Plumber until he is registered as a Junior Plumber, and in the event of a general strike or otherwise, he shall not be coerced by the Journeymen, but it is expressly understood that the said apprentice shall not be used during time of a strike or lockout on any construction work.

ARTICLE No. 16.

Local No. 12 hereby agrees that it will not furnish or allow its members to work for any other than a Master Plumber recognized as such in the trade, and conducting a regular shop for this express purpose, or to any employer outside of this Association unless such employer shall comply with all the articles of this agreement.

ARTICLE No. 17.**(LEGALITY.)**

If the Federal or State Courts decide that any clause in the preceding Articles is illegal, it will be amended by the Joint Conference Board and shall not invalidate the other parts of this Agreement.

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ARTICLE No. 18.

(UNSKILLED LABOR.)

Unskilled labor may be employed to distribute and deliver material in buildings on the following basis, *viz.*:

One unskilled laborer to every four plumbers or fraction thereof, and not entitled to a second laborer until seven (7) men are employed, and one to every additional four.

It is understood that the inside laborer may assist journeymen to cut or install 2" screw pipe or over, but in no case shall they be employed to cut measurements or install plumbing alone, but it is expressly understood that the employer reserves the right to employ unskilled labor to unload cars or wagons or protect his stock from the weather by having the same placed on the street floor or basement of building. It is understood that the inside laborer may assist in locating any fixtures that are beyond the strength of the journeyman to place.

ARTICLE No. 19.

(CONFERENCE BOARD.)

The parties of this Agreement shall appoint a Committee of five (5) members each, who shall be members of their respective organizations at least one year, forming a Joint Conference Board, with full power to act for the Association and Union, to whom shall be referred all questions in dispute for adjustment, their names and addresses to be sent to the Secretaries of both Associations. At meetings of said Board, both sides shall have an equal number of votes on all questions, whether all members are present or not. Seven (7) members shall constitute a quorum and compel their members to abide by said decisions, and their decisions shall be final and binding. All grievances and disputes shall first be presented at a regular meeting of both Associations and then referred to the Joint Conference Board, and in case of charges against a member on either side, he shall be given one week from date of notice, in writing, to prepare his defence.

ARTICLE No. 20.

(a) In case parties tried by Joint Conference Board shall be declared guilty, the Board may recommend to the Master Plumbers' Association or the Unions, as the case may be, and the respective Association of which the guilty party is a member shall determine what measures shall be enforced.

(b) Members convicted of the charges made shall have the right of appeal to their respective Associations, but no right to a second hearing by the Board, except the appeal is endorsed by his Association.

(c) The final determination of all cases by the action of either Association shall be duly reported to the Conference Board.

(d) It is understood and agreed that the members of the Joint Conference Board shall not be interested, directly or indirectly, in any case pending, nor shall a member serve his Committee when his employer is on trial, and none but members of the Conference Board when his employee be on trial, and none but members of the Conference Board to be allowed in the room.

ARTICLE No. 21.

Each Association shall pay the members of its Conference Committee such compensations, if any, as may be decided upon at the time of its election. In case the conference of both Associations deems it expedient to hire a clerk or stenographer or other professional assistance or any umpire, such expenses shall be defrayed jointly by each Association.

Plumbers.**ARTICLE No. 22.**

The Joint Conference Board shall agree as to time and place of meetings, rules of procedure, election of chairman, secretary, etc., and any other details necessary to promote and carry on the business for which it was appointed.

ARTICLE No. 23.**(LABOR CLAUSE.)**

All members of the Master Plumbers' Association when estimating must insert the following clause: "All agreements are contingent upon strikes, interferences, accidents and other unavoidable delays beyond and over which I have no control."

ARTICLE No. 24.

It is hereby mutually agreed that the respective parties to this Agreement will take up for consideration the question of renewal of this Agreement at least six months prior to date of its expiration. It is further agreed that this Agreement will remain in force until a new Agreement is made or abrogated.

ARTICLE No. 25.

This Agreement, by mutual consent and agreement, shall be in force between the parties hereto until December 31, 1918.

It is mutually agreed that either party to this Agreement shall not pass or approve of any rules in their respective Association, at variance with the spirit of this Agreement, and that all agreements of a temporary nature or verbal understanding become void upon the ratification of this Agreement by both parties hereto.

ARTICLE No. 26.

It is agreed that the initiation fee of either Association shall not exceed Fifty dollars (\$50.00) during the term of this Agreement.

ARTICLE No. 27.

Plumbers shall be required to do all work in accordance with the rules and regulations of the various City Departments. Members of the Journeymen Plumbers shall be required to report any violation of this Article to the Joint Conference Committee. This part of this Article shall apply to Master Plumbers not members of the Association of Master Plumbers, as well as members thereof.

Members of both organizations violating this Article shall have charges preferred against them and be tried by the Joint Conference Committee.

ARTICLE No. 28.

In view of the various encroachments on our industry, made by other trade organizations, we do the following work:

(a) All piping for water supply, conductor, rain water leaders, drains, wastes, soil and vent lines, inside and outside of building, whether metal or tile.

(b) All piping to and from and around water filters and water meters, also all piping for hot and cold water for domestic and culinary purposes, also all piping of block tin coils, and all air piping for same, in connection with bar work.

(c) All dust suction; all fire lines of every description where distinct from sprinkler

Plumbers.

systems; also all piping for other purposes when solder is used for putting pipes or tubing together. All water supplies to and discharge from pumps. All temporary suction and discharge pipes for subsoil or other drainage or sewerage systems. All temporary water supply lines for building construction use. All ice-box and refrigerator waste pipes; also to furnish and connect up all hot water tanks and heaters; also connect pipes leading to and from heaters of every description.

(d) To cut and fit all pipes to and from ranges to boilers.

(e) To set all plumbing fixtures; also fit up all toilets and bathroom auxiliaries, such as soap and sponge holders, paperholders, towel racks, glass shelves and medicine closets, furnished by plumbing manufacturers, all water and waste to and from laundry machines; also all compressed-air work in connection with plumbing.

All plumbing fixtures and their appurtenances, as follows: Water filters, water meters, hot water tanks, cold water tanks, suction tanks, sump tanks, all water pumps, all bath tubs, all water closets, all sinks, all showers, all wash basins, all urinals, all washtrays, all drinking fountains and all kitchen and laundry fixtures having waste or water connections; all gas and hot water systems, instantaneous and multiple storage systems; all stable fixtures having water or waste connections; all gasoline storage systems and connections complete; all pipe railing work of every description; all hospital fixtures having waste or water connections, must be purchased and furnished by the Master Plumber, otherwise the Journeymen, parties to this Agreement, refuse to install or connect the same.

ARTICLE No. 29.

It is hereby agreed that no strike, sympathetic or otherwise, shall be called without first having been brought before the Joint Conference Board.
Boston, Mass., March 20th, 1916.

Signatures of Joint Conference Committees.

Master Plumbers Committee.

..... *President, M. P. A.*

..... *Chairman of Conference Com.*

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.....
.....
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Journeymen's Committee, No. 12, United Association.

..... *President.*

..... *Secretary of Board.*

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PRINTING PRESSMEN.

Agreement between Printing Offices, other than Daily Newspapers, and Printing Pressmen and Assistants' Union No. 102 of Brockton, September 6, 1916 to September 4, 1917.

This Agreement, made and entered into, this.....day of.....19
by and between....., party of the first part,
and the subordinate union of the International Printing Pressmen and Assistants Union,
of the City of Brockton, known as the Brockton Printing Pressmen and Assistants Union,
No. 102:

WITNESSETH, that, from and after....., and
for a term of.....ending....., the
establishment represented by the party of the first part binds itself to the employment
in its pressroom and the departments thereof, of mechanics and workmen who are members
of the Brockton Printing Pressmen and Assistants Union, No. 102, and agrees to observe
and respect the conditions imposed by the Constitution, By-Laws and Scale of Prices of
the aforesaid organization, and of the International Printing Pressmen and Assistants
Union, copies of which are hereunto attached and made a part of this agreement.

SECTION 1. The minimum price for a week's work, for Cylinder Pressmen shall be
\$21.00 and for Job Pressmen \$18.00, each week to consist of six days, and the day of not
more than eight continuous hours between the hours of 7.00 A.M. and 6.00 P.M. Not more
than one hour to be allowed for lunch. If working overtime later than 8.00 P.M., 30 minutes
to be allowed with pay at the overtime rate.

SECTION 2. Overtime shall be paid for at the rate of price and one-half. All work
after 10 P.M. to be double price.

SECTION 3. All work done on Sundays and legal holidays to be paid for at double
price.

SECTION 4. Where a pressman is called in temporarily, he shall be given at least one-
half day's work, or pay for the same.

SECTION 5. The shortening of the hours of the regularly employed members shall not
be caused by employment of any surplus help.

SECTION 6. In offices where the Saturday half-holiday is observed, a week's work shall
consist of not more than 48 hours, not more than nine hours in any one day, said hours
to be designated by the office, and mutually agreed upon by the members of the Chapel;
provided, that all hours in excess of said designated hours shall be considered as overtime.

SECTION 7. Job Pressmen alternating between case and press shall receive as a mini-
mum scale, the scale paid to Job Compositors.

SECTION 8. Pressmen alternating between job and cylinder presses shall receive a
minimum wage equal to the job press scale the first year, and \$1.00 increase at expiration
of the first year, another dollar increase at the expiration of the second year, and the
cylinder press scale at the end of the third year. This rule shall also apply to cylinder
feeders who make jobs ready on cylinder presses.

SECTION 9. Cylinder Feeders shall receive as a minimum rate, \$13.50 per week on
two-roller presses, and \$15.00 per week on four-roller presses.

SECTION 10. All disputes between this Union and employing printers shall be sub-
mitted to a local Board of Arbitration, said board to consist of one person chosen by the
employers, one chosen by this Union; and in case of failure to agree, a third party shall
be chosen by first two members. Both parties to this contract agree to accept the Board's
decision as final.

[SIGNED]:

WITNESS,

.....
.....
.....

PRINTING TRADES COUNCIL, ALLIED.

Bookbinders' Union, No. 16; Bindery Girls' Union, No. 56; Cambridge Bookbinders' Union, No. 204; Electrotypers' Union, No. 11; Mailers' Union, No. 1; Cambridge Typographical Union, No. 61; News Writers' Union, No. 1; Franklin Association, No. 18; Printing Pressmen's Union, No. 67; Photo-Engravers' Union, No. 3; Stereotypers' Union, No. 2; Typographical Union, No. 13; Webb Pressmen's Union, No. 3.

RULES OF THE UNION LABEL.

This is to certify that label No.....has been granted to.....
.....in accordance with the following agreements:

1. All compositors, pressmen, stereotypers, electrotypers and mailers, press feeders, book binders, bindery girls, web pressmen, newspaper writers and photo-engravers, must be members of their respective unions, their scales of prices paid, and apprentice laws complied with.

2. Labels must not be loaned, electrotyped, or duplicated in any manner. (This practice of engraving duplicates on imprints is strictly forbidden.) All necessary labels will be furnished by the Allied Printing Committee and a written acknowledgment taken thereof.

3. In any office where label is granted, no member of affiliated organization in the Allied Printing Trades Council will be permitted to do any work aside from the technical or mechanical work of his own particular trade or calling.

4. Labels shall be numbered in consecutive order, and no label will be permitted on a job without label number.

5. With the further understanding that if sent out to an outside press-room for the press-work, that the office number of that press-room shall likewise appear alongside of the composition number, thus ensuring the proper use of the label.

6. The label must not be used on any partisan or political printing, excepting in an imprint, and said imprint shall be the bottom line, and shall be disconnected from the body of the work by a rule.

7. Paintings of the label for sign purposes are permitted.

8. The Allied Printing Trades Committee reserves the right to withdraw the label at any time.

9. No label composition shall be printed in a press-room not in possession of the label.

10. No label printing shall be bound in a bindery not in possession of the label.

11. These rules *must* be lived up to under penalty of *forfeiture of the label*.

BOSTON,.....19 .

For.....

(Name of Firm)

For the Allied Printing Trades.....

(Name of Representative)

This label is registered, and all infringements will be punished according to law.

QUARRY WORKERS.

Agreement and Bill of Prices by and Between the Quincy Branch of the Quarry Workers' International Union and the Granite Manufacturers' Association of Quincy, March 1, 1916 to March 1, 1921.

ARTICLE 1. Eight hours shall constitute a day's work.

ARTICLE 2. The minimum wage for quarrymen, which shall include tripod drill runners, pneumatic air drill runners and derrickmen, shall be thirty-three (33) cents per hour.

ARTICLE 3. The minimum wage for inexperienced men and laborers shall be twenty-eight (28) cents per hour.

Quarry Workers.

ARTICLE 4. Men getting more than this bill calls for not to be cut down.

ARTICLE 5. Quarrymen when grouting or doing other laboring work not to be cut down.

ARTICLE 6. Wages shall be paid weekly and not more than one week be retained. All employees discharged to be paid at once by cash or check.

ARTICLE 7. All overtime shall be paid for at the following rates: Regular working days, regular rates; Sundays, Washington's Birthday, Patriots' Day, Decoration Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day, time and a quarter.

ARTICLE 8. The matter of nooning shall be optional with the employer and employees at each plant.

ARTICLE 9. There shall be no strike or lockout during the life of this agreement; any difference arising between the parties to the agreement shall be referred to a joint committee of four employers and four quarryworkers. In case they fail to agree, a ninth member to be chosen jointly by these eight, their decision to be final. The expense of arbitration to be borne equally by the parties hereto.

ARTICLE 10. This agreement to take effect March 1st, 1916, and remain in force for five (5) years or such time as is covered by settlement of the Granite Cutters' International Association. If changes are desired by either party, notice in writing shall be given not later than December 1st of the year preceding expiration and in the absence of such notice this agreement shall remain operative from year to year thereafter, subject to notice as above.

Signed this.....day of January, 1916.

.....
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.....
.....
.....

Committee for Quarry Workers' Inter-
national Union of North America,
Branch 47.

Committee of Granite Manu-
facturers' Association.

RAINCOAT MAKERS.

Agreement between Boston Raincoat Manufacturers' Association and Local Union No. 7, International Ladies' Garment Workers' Union, of Boston, July 15, 1916 to July 15, 1917.

Agreement entered into this first day of May, 1916 between the Boston Raincoat Manufacturers' Association, hereinafter called the "Manufacturers," and the Raincoat Makers' Union of Boston of the International Ladies' Garment Workers' Union, hereinafter called the "Union."

IT IS HEREBY AGREED

1. Each member of the Manufacturers is to maintain a Union Shop; "Union Shop" being understood to refer to a shop where Union standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail, and where, when employing and hiring help, Union men are preferred, it being recognized that since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one Union man and another, and shall not be confined to any list nor bound to follow any prescribed order whatever. Nothing herein contained shall prevent a Manufacturer from discharging employees on account of misconduct or bad workmanship.

2. No employee shall be discharged for his or her activity in the Union. Both Manu-

Raincoat Makers.

facturers and the Union agree that they will use their best efforts to secure the faithful performance by their respective members of the provisions of this agreement.

3. The weekly hours of labor shall consist of fifty (50) during the six (6) working days of each week, to be apportioned as follows: Nine (9) hours on all days except Saturday, which shall consist of five (5) hours only.

4. The schedule of prices hereto annexed and made a part of this agreement, shall serve as a standard upon which to base the prices which the members of the Union shall receive for their work.

5. As to garments not specified in the attached schedule the prices to be paid shall be agreed upon by a committee of the employees in each shop, and their employers.

6. The Manufacturers agree to employ Union help so long as Union help are obtainable. It being understood, however, that the Manufacturers shall have the right to select between one Union man and another as long as the above condition exists.

7. Both parties agree that there shall be a uniform wage scale to govern the same classes of work in all shops.

8. The Manufacturers agree to prefer in their employment, Union members in good standing. It being further understood that if the Union shall not be able to supply Union help, the Manufacturers shall have the right to hire non-Union help. And should the Manufacturers retain said non-Union members in their employ, they will use their best efforts to persuade the latter to become members of the Union.

9. Should any employee be discharged without cause, the Grievance Committee, after a hearing of all parties in interest, shall reinstate said employee with compensation in its discretion for loss of time.

10. During the so-called dull season, when there is not sufficient work to employ all workers full time, all work in the factory shall be equally distributed among all hands in the various branches as far as practical.

11. The Union Representative of a duly elected committee, accompanied by a representative appointed by the Manufacturers' Association, shall be allowed to visit the shops at reasonable times, to ascertain whether Union conditions are observed.

12. The parties hereby establish a Committee on Grievances consisting of six members, composed as follows: Three (3) to be named by the Manufacturers and three (3) by the Unions. To said committee shall be submitted all grievances or difference arising in connection with the relations between the Manufacturers and their employees. The decisions of such committee or majority thereof, shall be final. If there is a tie vote in said committee, the question at issue may be appealed to the Board of Arbitration.

13. The parties hereto agree to establish a Board of Arbitration to consist of three (3) members, composed of one (1) nominee of the Manufacturers, one (1) nominee of the Union, and a third member to be selected by the two already mentioned.

14. To such Board shall be submitted any differences hereafter arising between the parties hereto or between any of the members of the Manufacturers and any of the members of the Union, which cannot be adjusted or settled by the Grievance Committee and a decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy.

15. In the event of any dispute arising between the Manufacturers and the Union or between any member of the Manufacturers and any member of the Union the parties agree that under no circumstances shall there be a stoppage of work by any of the parties to this agreement, or lockout, by any party aggrieved until the differences in controversy shall have been submitted to the Grievance Committee, and a hearing thereon is had and final determination of the issue is made by said Committee or in the event of an appeal as herein provided determination is made by the Board of Arbitration, and only in the event of failure to accede to the final decision of said respective boards.

Raincoat Makers.

16. In the event of any vacancy in the aforesaid Boards or in the aforesaid committees by reason of death, resignation or disability of any of the members thereof, such vacancy in respect to any appointee by the Manufacturers and Union respectively shall be filled by the body originally designating the person with respect to whom such vacancy shall occur.

17. Overtime work shall be permitted during the first four working days of any week, and only shall amount to two (2) hours during any one day.

18. Every employee who is a member of the Union, or a so-called privileged member shall exhibit a working card, when hired, or if same is not presented within twenty-four hours the employer who retains such help shall be liable in damages to the Union in the sum of five dollars (\$5) in each instance. It is further agreed that no employee shall leave employment without tendering three (working) days notice to the employer and working throughout the time of notice if so requested by the employer. In violation of such action the Union shall pay as damages five dollars (\$5) to the Employers' Association in each instance.

19. This agreement shall go into effect on July 15, 1916 and shall continue in full force and effect until July 15, 1917 and shall be renewed for the term of one year from said date, unless at least ninety (90) days prior to said date either party hereto shall give written notice to the other of a desire to discontinue said agreement or to alter the terms hereof, upon which notice the Board of Arbitration shall convene and pass upon all changes, suggestions and extensions submitted by either of the parties.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed in their respective names and on their respective behalf by their officials duly authorized thereto.

For the Union.

.....
For the International Ladies Garment Workers' Union.

.....
President, Local 7, International Ladies Garment Workers of America.

.....
Manager, Local 7, International Ladies Garment Workers of America.

For the Manufacturers.

.....
President.

.....
Chairman of the Conference Committee.

.....
Secretary.

STITCHERS' PRICE LIST (REVISED), JULY 15, 1916.

Double texture bombazine cloth, full stitched, open fastings,	. . . . .	\$0.23
Double texture bombazine cloth, raised seam, open fastings,	. . . . .	.23
Double texture bombazine cloth, half cemented,	. . . . .	.20
Double texture bombazine cloth, one seam, full stitched,	. . . . .	.21
One seam boy's and girl's coat,	. . . . .	.16
Single texture, cotton, full stitched,	. . . . .	.22
Single texture, cotton, half cemented,	. . . . .	.20
Single texture, silk, half cemented,	. . . . .	.22
Single texture, wool, half cemented,	. . . . .	.21
Single texture, poplin, full stitched,	. . . . .	.22

Raincoat Makers.

Single texture, poplin, half cemented,	\$0.20
Single texture, cashmere, full stitched, . . . . .	.24
Single texture, cashmere, half cemented, . . . . .	.22
Single texture, mohair, full stitched, . . . . .	.24
Single texture, mohair, half cemented, . . . . .	.22
Woolens, raised seams, plaid, . . . . .	.25
Woolens, half cemented, . . . . .	.23
Silks, face to face, raised seam, . . . . .	.25½
Silks, half cemented, . . . . .	.23
Cashmere, plaid, strapped, . . . . .	.25½
Cashmere, plaid, half cemented, . . . . .	.23
Cashmere, face to face, strapped, . . . . .	.30
Cashmere, half cemented, . . . . .	.26
Cashmere, to silk, strapped, . . . . .	.25½
Cashmere, to silk, half cemented, . . . . .	.23
All boys' coats five cents less.	
All coats double stitched, two cents extra.	

CEMENTERS' SCHEDULE, JULY 15, 1916.

Coats, face to face, double tex., strapped,	\$0.18½
Coats, plaid back, double tex., strapped, . . . . .	.16
Coats, single tex., lapped seams, . . . . .	.23
Coats, single tex., strapped only, . . . . .	.19
Coats, single tex., strapped, with pockets, . . . . .	.22
Coats, single tex., lapped and strapped, . . . . .	.35
Coats, double tex., lapped and strapped, . . . . .	.32
Coats, cashmere, face to face, lapped and strapped, . . . . .	.37
Coats, cashmere, stand and front cemented, . . . . .	.65
Coats, cashmere, plaid, strapped, . . . . .	.17
Coats, cashmere, face to face, full cemented, . . . . .	.85
Blue, black cashmere or black cashmere, silk, . . . . .	.02
Cemented stand, . . . . .	.09
Armholes, facings and shoulders strapped, . . . . .	.07
Armholes, lapping, . . . . .	.02½
Facings, lapping, . . . . .	.02
Shoulders, lapping, . . . . .	.01½
Raglans, lapped and strapped, . . . . .	.03
Plain, back lining open or closed, . . . . .	.02
Front and back lining, . . . . .	.06
Strapping pockets, . . . . .	.03
Garments without pockets, . . . . .	.03 ¹
One seam coat on cheap garments, . . . . .	.02 ¹
One seam boy's or girl's coat, . . . . .	.02 ¹
Boy's or girl's 4 to 16 sizes up to 20c kind coat (inclusive), . . . . .	.03 ¹

Minimum wages of finishers employed not less than eight (8) dollars after three months' experience.

¹ Less.

SHEET METAL WORKERS.

Agreement between Sheet Metal Contractors' Association of New Bedford and Vicinity and Local Union No. 289, Amalgamated Sheet Metal Workers' International Alliance, May 1, 1916 to April 1, 1920.

ARTICLE I.

The rate of journeymen sheet metal workers' wages, beginning May 1, 1916, shall be fifty (50) cents per hour, said rate to continue to April, 1918; and from April 1, 1918, to April 1, 1920, the rate shall be fifty-two and one-half (52½) cents per hour.

ARTICLE II.

All work in town or Fairhaven shall be eight (8) hours on the job and four (4) hours Saturday A.M. All overtime, including Sundays and the following holidays, namely, February 22, April 19, May 30, July 4, Labor Day, October 12, Thanksgiving Day and Christmas, and all other time after 9 P.M., shall be paid for as double time; all overtime other than stated above shall be paid for as time and one-half, except Saturday after 5 P.M., which is double time.

ARTICLE III.

All journeymen sheet metal workers sent to jobs outside of the city shall have their board paid, and also their traveling expenses as follows, viz.: If the distance from the city to the place at which they are to work is fifty (50) miles, or less, they shall be paid one (1) fare to and from the place once a week; if more than fifty (50) miles away they shall be paid only a single fare to and from the job.

When working out of town, where board is paid, journeymen may report to the shop at 7.00 A.M. before taking train to the job.

It is hereby agreed that the time leaving the city on out of town work shall be 7 A.M., when necessary to do so to get on the job at 8 A.M., and that the journeyman shall return to the city not later than 6 P.M., and shall travel by the quickest and shortest route. Employers will pay all fares beyond the five (5) cent limit.

ARTICLE IV.

(a) It is hereby agreed that one unrestricted apprentice shall be allowed each shop, and an additional apprentice for every three men regularly employed. The basis of apportionment shall be computed by the average employment of journeymen for the past year.

(b) Probationary period for an apprentice shall be six (6) months.

(c) It is hereby agreed that all apprentices shall serve as an assistant for the first three (3) years. At the commencement of the fourth year he may be given a kit of tools and be permitted to do repairs, but not to displace a journeyman, and shall work under the instruction of a journeyman until the beginning of the fifth year, when he shall be known as a "Junior." It is expressly understood that a junior may receive sixteen (16) dollars per week, between the fourth and fifth year, providing that he holds his employment with the same employer with whom he has served his apprenticeship; and it is further agreed that said apprentice may become a member of the Journeyman's Association at the expiration of five (5) years.

(d) It is agreed that the journeymen shall use their best endeavors to instruct the apprentices in the knowledge and science of the trade.

ARTICLE V.

No sheet metal worker shall be allowed to do sheet metal work for any one except his regular employer.

Sheet Metal Workers.**ARTICLE VI.**

A contracting tinner may employ laborers or tinner's "tenders" to deliver and distribute materials and to assist a tinner in any manner not requiring the use of tools. No part of this agreement shall apply to the employment of laborers for delivering or unloading stock into a building or in protecting material from the weather.

ARTICLE VII.

The parties of this agreement shall appoint a committee of five (5) members each, forming a Joint Conference Board, with full power to act for the Associations and the Unions, to whom shall be referred all questions in dispute for adjustment, their names and addresses to be sent to the Secretaries of both Associations. Seven (7) members shall constitute a quorum and compel their members to abide by said decisions, and their decisions shall be final and binding. In case of charges against a member on either side, he shall be given one (1) week from date of notice, in writing, to prepare his defence.

ARTICLE VIII.

(a) In case parties tried by Joint Conference Board shall be declared guilty, the Board may recommend a fine to the Master Sheet Metal Contractors' Association or the Union, as the case may be, and the respective Associations of which the guilty party is a member shall see that it is enforced. In case the conference of both Associations deem it expedient to hire a clerk or stenographer, or other professional assistance, or any umpire, such expenses shall be defrayed jointly by each Association. The Joint Conference shall agree as to time and place of meetings, rules of procedure, election of chairman, secretary, etc., and any other detail necessary to promote and carry on the business for which it is appointed.

(b) Fines collected from a member or members of either Union or Association shall be divided equally and paid to the treasurer of each.

(c) If any member of either Association fails to pay the fine imposed within ten (10) days from the time he is notified, he will at once be suspended from his Union or from the Sheet Metal Contractors' Association, and the Union or the Sheet Metal Contractors' Association have a right to act as they see fit.

(d) In case the Conference Committee fails to agree, it shall be left to an Arbitration Committee composed of one (1) member of the Sheet Metal Contractors' Association and one (1) member of the Local 289, Sheet Metal Workers' Union, and they jointly to select a third party, their decision to be final and binding.

ARTICLE IX.

(a) Where a journeyman does defective work through his own carelessness, or incompetency, he shall be required to remunerate his employer for loss on labor and material.

(b) No journeyman shall quit a job without notifying his employer.

ARTICLE X.

It is hereby agreed that the parties to this agreement will take up for consideration the question of renewal of this agreement at least three (3) months prior to date of its expiration. It is further agreed that this agreement will remain in force until a new agreement is made or this one abrogated.

Sheet Metal Workers.**ARTICLE XI.**

. All parts of the Constitution and By-Laws of either Association in conflict with this agreement are by mutual consent repealed, and this agreement governs in all matters stipulated, providing they do not conflict with the Constitution of the Amalgamated Sheet Metal Workers' International Alliance.

This agreement, by mutual consent and agreement, shall be in force between the parties hereto until April 1, 1920.

ARTICLE XII.

It is mutually agreed that all contracts taken by master sheet metal workers prior to March 1, 1916, shall be finished by members of Local 289 at rate of wages in force previous to above date, such rate of pay to continue until July 1, 1916, on said contracts only, on and after July 1, 1916, the wages on these contracts to be paid at new rate.

ARTICLE XIII.

No journeyman shall be employed unless he holds a clear card or working permit of Local 289, Amalgamated Sheet Metal Workers' International Alliance.

Any foreman working with tools shall be classified as a journeyman sheet metal worker.

Signed this day, April 5, 1916.

For the Sheet Metal Contractors' Association,.....

For the Local Union 289, Amalgamated Sheet Metal Workers' International Alliance,.....

SIGN WRITERS.

Agreement between Contract Advertising and Commercial Sign Writers and District Council No. 41 of the Brotherhood of Painters, Decorators and Paperhangers of America, representing Sign Writers No. 391, of Boston, May 1, 1917 to May 1, 1918.

Articles of Agreement between.....
Contract Advertising and Commercial Sign Writers of Boston, Mass., party of the first part and District Council No. 41 of the Brotherhood of Painters, Decorators and Paperhangers of America, representing Sign Writers Local Union No. 391 of Boston, Mass., party of the second part:

COMMERCIAL CONTRACT.

WITNESSETH: That the party of the first part in consideration of the agreement of the party of the second part, hereby covenants and agrees to the following:—

SECTION 1. That eight (8) hours shall constitute a day's labor, one-quarter day being the smallest fraction thereof. That such day's work shall not commence before the hour of eight o'clock A.M. nor continue after the hour of five P.M. That if it should be necessary to continue work after 5 P.M. such work shall be paid for at the rate of double time.

SECTION 2. That no work shall be done under any circumstances on Labor Day, nor on Saturdays between the hours of 12 noon and 5 P.M. That work done on Sundays and Holidays (namely) Washington's Birthday, Patriots' Day, Memorial Day, Fourth of July, Columbus Day, Thanksgiving Day, and Christmas Day or on the days on which same are celebrated, shall be paid for at the rate of double time, it being understood that the above mentioned days are to be calendar days, extending from 12 o'clock midnight to 12 o'clock midnight.

Sign Writers.

SECTION 3. The minimum rate of wages shall be:

Advertising Sign Painters,	\$5.50 per day.
Commercial Sign Painters,	5.00 per day.
Pictorial Sign Painters,	6.00 per day.
Helpers,	3.30 per day.

SECTION 4. That each shop shall be entitled to employ one apprentice and one helper to do preparatory work and assist a journeyman if occasion requires.

SECTION 5. The party of the first part expressly agrees with the party of the second part, that they will employ none other than members in good standing of the party of the second part, and will pay the scale of wages provided in Section 3 herein, and also that he will refer to the Secretary or Business Agents of the party of the second part all Sign Writers or Helpers applying for work.

SECTION 6. That members of the party of the second part sent out of the city to work, shall receive their regular wages and expenses. That travelling time, nights or Sundays shall be paid for at the rate of single time. That no member of the party of the second part shall be required to take a train before 7 A.M. That sub-contracting to members of the party of the second part is prohibited.

SECTION 7. That they shall establish and maintain a weekly pay day which shall be Saturday of each week, between the hours of 12 o'clock noon and 1 o'clock P.M., at which time all employees shall be paid in lawful money of the United States of America, but if any employees shall be discharged or laid off, he [sic] shall be paid in full at the time of such discharge or lay-off.

SECTION 8. That this agreement shall not take away the power of the Business Agents of the party of the second part to call a strike on any shop for any reason that the party of the second part may deem to be sufficient, if after a conference of both parties the cause has not been removed.

SECTION 9. That the party of the second part agrees to furnish the party of the first part the Labels of the party of the second part whenever requested and to co-operate with the party of the first part for the general improvement of the business.

SECTION 10. The party of the first part in consideration of the use of the Labels of the party of the second part agrees to place their imprint on all Signs on which may cause said Labels to be placed. That they shall not under any consideration loan or cause to be loaned such Labels and that they will peaceably return to the officers of the party of the second part all of said Labels that may be in their possession, at any time a demand is made for the same. That this agreement shall be in effect until the first day of May, 1918.

In Witness Whereof the parties hereunto have set their hands and seals, this 1st day of May, 1917.

.....
For the party of the first part.

.....
For the party of the second part

Sealed and delivered in the presence of

.....
Boston,

STABLEMEN AND GARAGEMEN.

Agreement between Employers and Local No. 367, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, of Boston. In effect in 1917.

Agreement made and entered into by
and Stablemen and Garagemen's Local No. 367.

ARTICLE I.

I, agree to hire only members in good standing of said Stablemen and Garagemen's Union, or those willing to join the Union at its next regular meeting, and one member in good standing shall be allowed to act as representative of the union without discrimination.

ARTICLE II.

Ten (10) in eleven (11) consecutive hours shall constitute a working day, with one hour for lunch as near the middle of the day as the business will allow. The minimum rate of wages per week for stablemen and garagemen shall be as follows, payable weekly:

Automobile washers,	\$18.00 Boots and Apron.
Wagon Washers,	17.00 Boots and Apron.
Oilers,	17.00
Gasoline Men,	16.00
Harness Cleaners,	16.00
Tire Shifters,	15.00
Feeders,	16.00
Horse Clippers,	16.00
Hostlers,	15.00
Brass Polishers,	15.00
Floormen,	16.00

ARTICLE III.

All men working in a garage or stable, working under this agreement, shall have one day or night every second Sunday. No hostler shall take care of more than twelve (12) wagon horses; no harness cleaner shall take care of more than thirty-five (35) sets of wagon harnesses. Overtime shall be paid for at the rate of twenty-five cents (25c) per hour.

ARTICLE IV.

Disputes arising that cannot be settled satisfactorily to both parties shall be left to arbitration, — board to be composed of three members, one to be appointed by the employer, one by the local union, and the third to be appointed by the two first appointed; the findings of this board shall be final and binding on both parties.

ARTICLE V.

Members who are now receiving more pay than this agreement calls for, shall not suffer a reduction.

This agreement shall remain in force until.....

Stablemen and Garagemen.

Should either party wish to alter or annul this agreement he shall give written notice thereof to the other party two weeks before the expiration of this agreement.

Signed.

Stablemen and Garagemen Local No. 367.

Approved:

.....

Boston District Council.

Employer.

.....

Approved:

.....

General President.

STEAM RAILROAD EMPLOYEES.

COAL HANDLERS (LONGSHOREMEN). (B. & M. R. R.)

Agreement between the Boston and Maine Railroad and Local No. 831 of the International Longshoremens's Association, April 24, 1915 to January 1, 1916.

ARTICLE 1: Nine hours shall constitute a day's work, from 7.00 A.M. until 12.00 noon, and from 1.00 P.M. until 5.00 P.M.

ARTICLE 2: The rate of wages shall be two dollars and twenty cents (\$2.20) per day,¹ and when men are compelled to work holidays or overtime the pay shall be time and one-half pro rata for the number of hours worked.

ARTICLE 3: Hourly men shall be paid thirty-five (35c) cents per hour, and forty (40c) cents per hour shall be paid for all overtime.

ARTICLE 4: When hourly men are employed as guy men or car trimmers for a continuous period of one week, they shall be paid for any holiday which may fall during that week.

ARTICLE 5: Regarding the employment of hourly men, it is understood that Article 6 of the agreement of November 20th, 1913, is hereby eliminated.

ARTICLE 6: In authenticated cases of sickness, men will be given their proper rating when able to return to work.

ARTICLE 7: It is understood by both parties that this agreement shall remain in effect until January 1, 1916, and shall continue thereafter until such time as either party gives thirty days' notice in writing.

ARTICLE 8: It is distinctly understood that whenever any unusual work arises or a controversy or misunderstanding existing, the men shall continue to work and the misunderstanding, controversy or grievance shall be adjusted if possible, by and between a representative of the party of the first part and a representative of the party of the second part.

If the parties cannot adjust existing controversies or grievances then the matter shall be submitted to arbitration and the finding of the Board of Arbitration shall be final and binding on both parties. Said Board of Arbitration shall meet not later than five days after request has been made for same by eitler party.

The arbitration committee shall consist of three members, each party to this agreement naming one member and the two so chosen shall select a third.

Local Union No. 831 of the International Longshoremens's Association. Party of the second part.

By
(Signed).....
.....
.....

Boston and Maine Railroad. Party of the first part.

By
(Signed).....
(Purchasing Agent)

¹ Rate of wages has since been increased to \$2.75 per day.

CONDUCTORS, TRAINMEN AND YARDMEN.

Rules and Rates of Pay applicable to Men in Train and Yard Service, Boston and Albany Railroad. — In effect October 1, 1913.

PASSENGER SERVICE.

1. In all passenger train service not otherwise specified, the standard rates of pay in both steam and electric service shall be:

Conductors,	2.9 cents per mile.
Assistant Conductors,	2.3 cents per mile.
Baggagemen,	1.65 cents per mile.
Rear Trainmen (Flagmen),	1.6 cents per mile.
Brakemen,	1.6 cents per mile.

2. The minimum allowance (exclusive of overtime) for employees in both steam and electric passenger service for each day shall be:

Conductors,	\$4.50 per day.
Conductors, N. L. Falls Branch (effective July 1, 1914),	4.25 per day.
Assistant Conductors,	3.57 per day.
Baggagemen,	2.75 per day.
Rear Trainmen (Flagmen),	2.60 per day.
Brakemen,	2.55 per day.

3. Regular assigned passenger train employees who are ready for service the entire month and who do not lay off on their own accord, shall receive the following minimum sums, exclusive of overtime, except that made in regular assignment, for the calendar month:

Conductors,	\$135.00
Conductors, N. L. Falls Branch (effective July 1, 1914),	110.50
Assistant Conductors,	106.60
Baggagemen,	82.50
Rear Trainmen (Flagmen),	78.00
Brakemen,	76.50

The monthly guarantee for February of any year will be 28 times the daily minimum. The February guarantee for the Newton Lower Falls Branch conductors will be 24 times the daily minimum.

4. Ten hours or less shall constitute a day, and all time in excess of 10 hours, computed continuously from the time required to report to final release at the end of last run, shall be paid for as overtime, except so-called extension circuit trips, or other trips covered by the rule governing emergency service (Article 9). Extension runs on the present basis of one-quarter day extra pay for each round trip or fraction thereof, and when such extension runs are part of the regular assignment of the blue print they shall count toward the monthly guarantee.

5. Overtime in passenger train service shall be computed for each employee on the basis of actual overtime, worked or held for duty, at the following rates:

Conductors,	45.0 cents per hour.
Assistant Conductors,	35.7 cents per hour.
Baggagemen,	27.5 cents per hour.
Rear Trainmen (Flagmen),	26.0 cents per hour.
Brakemen,	25.5 cents per hour.

Conductors and Trainmen.

6. (D) Reduction in crews or increases in mileage in passenger service from assignments in effect November 1, 1912, shall not be made for the purpose of offsetting these increases in wages, but nothing in this award is understood to prevent adjustment of runs in short turn-around and suburban service that are paid under minimum rules, for the purpose of avoiding payment of excess mileage, or overtime that would accrue under these rules without reducing the number of crews. Such runs may be rearranged, extended, or have mileage changed by the addition of new train service; separate pools or assignments may be segregated or divided, provided that crews are not taken off or reduced in number.

Added mileage up to mileage equaling the mileage rate divided into the guaranteed daily rate does not change, take from, or add to the minimum day's pay, and this added mileage is not to be construed as "increase in mileage" within the meaning of this article.

For the purpose of avoiding payment of excess overtime or turn-around runs in passenger service when any part or leg thereof is over 80 miles, the companies will be privileged to rearrange runs, combine pools, or sets of runs, and may establish inter-divisional runs, excepting when this may be prohibited by provisions of existing schedules, such runs to be paid for in accordance with the mileage schedules of this award but in no case less than the combination of trip rates in existence at the date of this award.

Decisions of the Board on Article D.

It is clear that the first paragraph defines what may be done under Article D with runs in short turn-around and suburban service that are paid under minimum rules; the second paragraph defines what may be done in turn-around runs in passenger service when any part or leg thereof is over 80 miles.

7. A blue print or printed form will be posted in the conductors' and trainmen's rooms at Boston, Springfield, Pittsfield and Albany, and in the yard master's office at Boston, showing the names of all men in passenger service with the runs and trains comprising their day's work. Any work not included in this blue print or printed form, when required of regular men, will be paid for under the rule governing emergency service (Article 9).

8. Passenger crews will not be required to do freight work at points covered by freight trains unless such work is part of the scheduled run. If a part of scheduled run, crews will receive extra pay with a minimum allowance of one hour.

9. In cases of emergency regular men called for service before and in addition to their regular run between trips, or before registering off duty, will be paid regular mileage as per schedule, at the following guarantee:

	Conductor	Assistant Conductor	Baggage- men	Flagmen	Brakemen
1 hr. or less,	\$0.45	\$0.357	\$0.275	\$0.26	\$0.255
Over 1 hr. and 5 hrs. or less,	2.25	1.785	1.375	1.30	1.275
Over 5 hrs.,	4.50	3.57	2.75	2.60	2.55

Service in excess of one hundred miles will not be considered emergency work within the meaning of this rule. Emergency circuit trips will be paid not less than one-quarter of a day for a round trip or fraction thereof, and will not apply toward the monthly guarantee.

10. If a man is called or listed and not used he will be allowed one-half day's pay for five hours or less. If held longer than five hours, not less than one day's pay shall be allowed.

11. Baggage-men or brakemen required to perform the duty of assistant conductor on

Conductors and Trainmen.

trains of their regular runs will be paid fifteen cents per day in addition to their regular rate of pay per day. Baggage men or brakemen will not be used as assistant conductors to such an extent that it will interfere with the appointment of additional assistant conductors when such are found to be required. (Increase effective June 29, 1914.)

On runs of less than 155 miles, where brakemen are required to act as flagmen in place of the regular flagmen for ten miles or more, or to Brighton, East Cambridge, or Somerville, flagmen's rate shall apply for the entire day. (Effective June 29, 1914.)

12. When a baggageman is temporarily assigned to service as an assistant conductor, or a brakeman is temporarily assigned to service as a baggageman, or baggagemen or brakemen are assigned to any other class of work in passenger train service, they will receive the pay for the class of service performed.

13. Passenger men will not be required to couple or uncouple air or steam hose at Boston, Exeter Street, Springfield or Albany, or when practicable at other stations where car inspectors are employed.

14. Passenger men having regular runs shall not be required to do extra work when spare men are available, except in case of emergency.

15. Passenger men on trains running between Boston and Albany, seven days per week, may be relieved one round trip every two weeks if they so desire.

16. Passenger men will not be required to clean cars where other men are employed for that purpose.

17. Passenger trainmen will not be required to load or unload baggage at terminals, except in case of emergency.

18. The company shall provide a room in the South Terminal Station with a man in charge to take care of all lanterns and markers.

19. When a regular passenger man is absent on account of sickness or other cause, the senior spare man in that class of service making application in writing for the run or position shall be assigned thereto, and shall hold it for four days, and thereafter until displaced by an older spare man.

20. Passenger men on trains on which mail clerks are employed will not be required to load or unload mail.

21. When, because of a falling off in business, men are unable to make reasonable wages, the force shall be reduced in reverse order of promotion.

22. When necessary to use passenger brakemen to flag light passenger engines, passenger flagman's rates will be paid.

FREIGHT SERVICE.

23. Through and irregular freight, work, construction, snow plow, circus, or wreck train service, to be paid as follows:

Conductors,	4.00 cents per mile.
Flagmen,	2.67 cents per mile.
Brakemen,	2.67 cents per mile.

Runs of 100 miles or less, either straightway or turn-around to be paid for as 100 miles.

24. In local freight, pick up and drop service, men shall be paid as follows:

Conductors,	\$4.50 per day.
Flagmen,	3.00 per day.
Brakemen,	3.00 per day.

Mileage in excess of 100 miles in any day shall be paid for in addition, pro rata.

(K) Regularly assigned way freight, wreck, work, and construction crews, who are ready for service the entire month and do not lay off of their own accord, will be guaranteed

Conductors and Trainmen.

not less than 100 miles or 10 hours for each calendar working day, exclusive of overtime. (This to include legal holidays except Independence Day, Labor Day, Thanksgiving, and Christmas.) If through act of Providence it is impossible to perform regular service, guarantee does not apply.

Crews may also be used in any other service to complete guarantee when for any reason regular assignment is discontinued, but such service shall be paid for at schedule rates unless the earnings from such rates would be less per day than would have been earned in regular assignment.

Decisions of the Board on Article K.

The Board understands "Acts of Providence" to refer to interruption of traffic from causes beyond human control, such as snow blockades, wind-storms, fires, floods, earthquakes, and the like.

1. Can or cannot excess miles over 100 per day be used to build up local freight guarantee if run is tied up on one or more holidays during the month?

Answer — No.

2. Can or cannot regularly assigned men in local freight service, making less than monthly guarantee, be used in any class of service other than local freight to make up monthly guarantees?

(a) On roads where schedules confine men to certain classes of service?

Answer — No.

(b) Where there are no schedule regulations?

Answer — It was the sense of this Board, in granting a monthly guarantee, that the fair principle should govern that the men should work at any work of the class as usually employed, on individual railroads, to fulfill the obligations of the guarantee.

Where regularly assigned "pick-up and drop" crews work under same conditions and rates as local freight, was it the intention of the Board that the provisions of Article K should apply to them;

(a) Where already existing in schedule?

(b) Where no guarantee provision exists?

Answer — Article K does not refer to "pick-up and drop" service.

25. (I) In all road service, other than passenger service, 100 miles or less, 10 hours or less, shall constitute a day's work. On runs of 100 miles or less, overtime shall be paid for all time in excess of 10 hours, and on runs of over 100 miles overtime shall be paid for the time used in excess of the time necessary to complete the trip, at an average speed of 10 miles per hour. The working time of trainmen shall begin at the time they are required to report for duty and do report, and shall continue until they are relieved from duty at the end of the run. Overtime for each employee shall be computed on the basis of actual overtime worked or held for duty and be paid for at the rate of 10 miles per hour for the class of service performed.

Crews in pool or irregular freight service may be assigned to make short trips and turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day, provided that the mileage of all the trips does not exceed 100 miles, and further provided that crews will not be started out of terminals under this rule after having been on duty 10 consecutive hours.

Decisions of the Board on Article I.

In combining short freight trips the railroads are limited to an aggregate of 100 miles. Roads may order a crew or an individual for short turn-round service within 50 miles of a terminal, or through a terminal, in any direction, provided the combination of short trips does not exceed 100 miles and further provided that crews shall not be started out of terminals after having been on duty ten consecutive hours, and that such assignments do not interfere with the seniority rules. This applies to crews in pool or irregular freight service only. It is not necessary that the number of trips or destinations within 50 miles be specified in the call, but the first call should specify turn-around service.

Conductors and Trainmen.

26. (M) Conductors and trainmen in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of 18 hours from the time relieved from previous duty, at the rate per hour paid them for the last service performed. If held 14 hours after the expiration of the first 28-hour period, they will be paid continuous time for the next succeeding 10 hours, or until the end of the 24-hour period, and similarly for each 24-hour period thereafter. Should a conductor or trainman be called for duty after pay begins, time will be computed continuously. For the purpose of applying this rule, the Railroad Company will designate a home terminal for each crew in pool freight and in unassigned service.

27. Crews called for wreckers and not used beyond a period of two (2) hours, may be used for through freight service not to exceed 50 miles straightaway runs, on the basis of continuous time.

28. Milk train service:

CLASS.	Rate per Mile	Daily Minimum	Monthly Minimum
Conductor,	2.9	\$4.50	\$117.00
Flagman,	1.93	3.05	79.30
Brakeman,	1.89	3.05	79.30

29. The rule under which milk trainmen are permitted to lay off one day per week will continue without breaking the monthly guarantee. Ten hours or less to constitute a day from time required for duty until relieved from duty at the end of the day.

30. Freight crews doing part road and part yard work shall be paid local freight rates. Men on trains that switch out or pick up cars at six or more stations on the day's run shall be paid local freight rates. A local freight is a train that does loading or unloading of freight at station. Where crews are on continuous time the turning point will count as one stop.

Spare men called and used in road and yard service in any one 10-hour period, will be paid at road rates for that part of the day they are used on the road, and at yard rates for that part of day used in yards. If, however, a spare man is called for yard service and is later needed on the road, yard rates will apply.

31. Regular local freight crews will not be required to work Sundays, if possible to avoid it.

32. Road crews doubling hills shall be allowed actual mileage at the rate per mile paid on that train.

33. If a man is called or listed and not used, he will be allowed one-half day's pay for five hours or less, and will stand first out. If held over five hours, he will be allowed not less than one day's pay and will stand last out.

34. Caboose tracks will be provided at freight terminals. An effort will be made to place promptly the caboose of crews required to take rest, and all unnecessary switching avoided.

35. All unassigned freight men will run first in and first out. A spare man placed on a regular run made vacant on account of sickness or other cause, shall hold the same for seven days, when the oldest spare or belt man making application in writing for same, if competent, shall be placed thereon and hold the same until displaced by a senior spare man or belt man, or the regular man returns. This rule to apply to a new run while bids are being made and until the man to whom the run falls is assigned thereto.

36. All regular engines used in local freight service will be equipped the same as yard engines.

Conductors and Trainmen.

37. When, because of falling off in business, belt crews are unable to make at least five days per week, the belt crews will be reduced in reverse order of promotion.

* 38. Main line freight terminals are as follows: West Albany, West Springfield, Beacon Park and Boston.

Road freight trains will not be required to go to East Cambridge with stock, except in case of extreme emergency. If required to go, they will be allowed a minimum rate of 2 hours at road rates. If time exceeds 2 hours, 3 hours will be paid, if time exceeds 3 hours, 4 hours will be paid, and so on. Time to be computed from time of arrival in yard.

39. The flagman's rate will apply to the rear trainman only. The assignment will be left optional with the conductor, but a senior man will have the right to question the decision of the conductor through the trainmaster.

40. Regular men in freight road service displaced, and desiring to remain at their home terminal, must displace men on regular runs from this terminal. If their seniority will not permit of displacement it will be their privilege to take their place on the spare list at this terminal until such a time as their seniority will allow them to take a regular run.

GENERAL RULES.

41. The time of men in road and yard service shall begin at the time they report for duty and continue until relieved from duty.

42. When the time on the time slip is not allowed, the men making it shall be notified promptly in writing by the timekeeper and reasons given for not allowing it.

43. The line of promotion in service shall be according to seniority, merit and ability, as follows:

Passenger service: From brakeman or flagman to baggageman; from baggageman to passenger conductor.

Freight service: From brakeman or flagman to conductor, thence to passenger conductor.

Freight conductor and train baggageman to be promoted to passenger conductor in the proportion of 2 to 1, provided in the opinion of the superintendent the men are competent and otherwise qualified.

44. Men who have regular runs shall not be displaced until changes are made for good cause or trains are taken off, and the men so affected shall have first choice of any trains manned by younger men in that branch of train service in which they belong.

Note: The application of this rule requires that a man must make his displacement within five days. Such men are entitled to spare work within this period in accordance with their rating.

45. A man is considered displaced: (a) when his initial train is taken from him or changed to another terminal; (b) when he is removed to make room for an older man; (c) when his run is taken off.

46. A man having failed in examination for promotion will have the privilege of taking a second examination within two months and also a third examination. If he finally fails or declines to take an examination in his turn he shall be placed at the bottom of the list for promotion, provided that in the opinion of the superintendent his failure was not due to lack of proper interest or lack of ability to fill his present position. Otherwise he shall be dropped from the service.

47. A man in a higher grade of service returning to the next lower grade at his own request will, subject to the approval of the superintendent, be given the rating in that lower grade held prior to his promotion and lose his standing in the higher grade.

48. When additional passenger trainmen are needed, all freight men will be notified by bulletin, and the senior freight trainman applying for the position will be given preference, if qualified.

Conductors and Trainmen.

49. In road or yard service, when a run or position is permanently vacated or a permanent run or position is established, it will be posted for bids on all bulletin boards by the trainmaster within five days, for a period of five days, and the oldest man in that class of service in which he belongs making application therefor in writing, shall be assigned to the run or position within five days, provided in the opinion of the superintendent he is competent and qualified for that service.

50. When a man bids in a run or position, he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

51. When two or more vacancies occur at the same time on trains or in yards, men will have the right to bid on all in their respective classes, stating first, second and third choice, and so on.

52. When men are transferred for the convenience of the company, and its interests have been served, they will be returned to the branch of the service in which they were employed, and their standing will not be affected by such transfer.

53. A man who has a regular train shall not be changed from his own train for the convenience of other men unless mutually agreed upon, and then not to exceed two weeks in any one year.

54. As far as possible, all complaints against men which may result in discipline, shall be made in writing, unless taken by a stenographer and over the complainant's signature.

55. Men who have been in the service of the company for a period of one year will be furnished semi-annual passes good between all stations.

56. The rights of passenger and freight conductors shall date from the time they regularly entered the service in the position named. When a man is examined for promotion and successfully attains that promotion he shall be given a certificate stating the day and date he was promoted, and his rights date therefrom.

The rights of train baggagemen shall be from the date they are made regular train baggagemen.

The rights of trainmen in road and yard service shall be from the date they enter the train or yard service.

The rating of men from the spare list bidding in a yard position will date from the date of accepted bid. All men in the road service carry their rating from the time they enter the train service.

57. Men who are promoted and have to learn the work in the advanced position, and men who are required to learn the road in a new territory, will be allowed full pay while so engaged. This, however, will not apply to men exercising seniority rights.

58. A roster of all train and yard employees on the road, giving the date they entered the service of the company and the date of promotion, if any, shall be kept on all bulletin boards and the same revised annually.

59. Men who are absent by sickness, or other causes, shall have the right to displace junior men who, during their absence, may have bid in new trains or runs which have been changed; provided application is made within five days after their return.

60. Ample leave of absence shall be granted conductors' and trainmen's committees when on committee work.

61. When men are suspended, they shall be notified in writing within a reasonable time, and the cause and length of suspension shall be stated.

62. In the event of dismissal or suspension, if a man considers he has been unjustly dealt with, he shall have the right to appeal, in writing or in person, to the superintendent, and to receive a reply thereto within a reasonable time, and if he so desires he may be accompanied at that investigation by one or more of his fellow employees. In case he is not satisfied with the result of such investigation he shall have the right to appeal to the general superintendent or higher official.

Conductors and Trainmen.

63. Men who are suspended pending an investigation and found blameless shall be paid for all time lost and their record corrected.

64. Men acting as pilots shall receive conductor's pay. This does not apply to so-called pilots for trains between terminal stations and yards.

65. Men attending court, or absent on company business, shall be allowed their regular wages, unless full compensation is received from other sources and if compelled to be away from home their expenses shall be allowed in addition thereto. If such duty is required on lay-off day the minimum day's pay shall be allowed.

66. Men who are entitled to rest shall not be disturbed by call for purposes of investigation until the expiration of the time specified for rest, except in case of extreme emergency.

67. No man shall be granted leave of absence to exceed three months in any year except on account of proven sickness or disability.

No man shall under any circumstances be granted a leave of absence to engage in other business.

A man absent longer than three months will be considered to have left the company's service.

This rule shall not apply to conductors' and trainmen's committees who are absent on committee work.

68. Conductors will not be required to go out on the road with more than one newly qualified trainman.

69. If the company's service requires a man to move, he shall be furnished free transportation for his family and have his household goods moved at a nominal rate, if permitted by law.

70. Men will not be required to coal or sand engines at South Framingham or at other points, except in case of emergency.

Brakemen shall not be expected to shovel coal or take water on freight trains.

This rule will not apply to the North Brookfield, Spencer or Millbury branches.

71. A spare man is a man who has not a regular job of any kind.

72. Road men will have no rights in yards. Yard men will have no rights on the road.

73. If a man is transferred from the yard service to the road service or vice versa, for his own betterment or convenience, his record in the new line of service will date from time of entry therein, and should he at any time, of his own accord, return to the branch of service from which he was transferred, his record in that branch will date from the time of such re-entry.

74. Efforts shall be made to furnish employment suitable for the capacity of the men when injured in the discharge of their duties.

75. A "run" is a term used to describe trains to be handled by a crew in its day's work. The definition of a new run is: (a) when a train is taken from or added to a run; (b) when a change is made in terminal points of any train or run; (c) when a change of two hours or more is made in the departure of the initial or arrival of the final train of the run, or the starting hour of a yard position is set back or ahead more than one hour.

Paragraph "C" implies if a change of two hours is made on any one day of the week in the departure of the final train of a run, a new run has been created.

(d) When a new train is put on with a reasonable prospect of its running for thirty days; (e) such parts of this rule as are applicable shall govern in yard service.

76. Regularly assigned caboose cars will not be sent out with other crews, except in an emergency.

77. Men leaving the service will, if they so desire, be given a letter by the superintendent, stating the nature and length of service and reason for leaving.

78. Men in train or yard service assigned to other duties for the convenience of the

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company, shall be paid not less than the rate paid in the branch of service from which he comes, nor shall he be paid less for any service than is usually paid for that service. This will not apply to freight men used in passenger service.

79. Men deadheading by order of the officials shall be paid the same as for regular service. This does not apply to spare men ordered to fill regular runs. No extra time allowance will be granted beyond the time table schedule of the train used in deadheading.

Regular passenger crews which have more than one terminal, will be allowed deadhead time one way. Crews on passenger runs where the terminal Sunday does not correspond to the week-day terminal, will be allowed deadhead time to and from the week-day terminal.

YARD SERVICE.

80. At Rensselaer, Pittsfield, North Adams Junction, West Springfield, Springfield, Worcester, South Framingham, Beacon Park, East Cambridge, East Boston and Boston, the following rates will be paid:

Day Conductors,	. . . . .	38 cents per hour.
Day Brakemen,	. . . . .	35 cents per hour.
Night Conductors,	. . . . .	40 cents per hour.
Night Brakemen,	. . . . .	37 cents per hour.

81. At Palmer, Chatham and all other yards the rates of pay will be:

Day Conductors,	. . . . .	36 cents per hour.
Day Brakemen,	. . . . .	33 cents per hour.
Night Conductors,	. . . . .	38 cents per hour.
Night Brakemen,	. . . . .	35 cents per hour.

82. In all yards 10 hours or less shall constitute a day's work; overtime computed for each employee on the basis of actual overtime worked or held for duty, pro rata.

83. Men in yard service will be allowed one hour for meals, after having worked 5 hours, without pay for the hour. If required to work longer than 5 hours or any part of the meal hour, 30 minutes will be allowed for meals with one hour's pay.

The minimum day is 10 hours, regardless of time worked less than that period. Any time in excess of the 10 hours is overtime, and paid on a basis of actual minutes worked. The meal hour worked places the crew on continuous time; the meal hour not worked allows the company 10 hours in 11, or 11 in 12, and so on.

Example: Yard positions posted for bids give a designated time for commencing work. A position reporting at 7 A.M., meal hour worked and finishing work at 5.30 P.M., has actually worked 10 hours, and is paid 10 hours and 30 minutes, and not 11 hours.

84. The line of promotion in yard service will be from brakeman to conductor.

85. Yard conductors' rights shall begin from the date they were made regular yard conductors.

86. Yard crews assigned to part day and part night service will be paid for the day service in accordance with day rates, and for the night service in accordance with the night rates. Day rate to begin at 6 A.M. and night rate to begin at 6 P.M.

87. The rights of yard men will be confined to that branch of the service. When yards are abolished, or a reduction is made in the force, yard men so affected shall have their choice of being placed as senior men on the extra list, or in other yards on their division according to seniority, and these men shall retain full rights to return to their usual service after the emergency has passed. Regular men displaced and forced to go on the spare list are senior extra men as far as yard work is concerned, and will be given preference over other spare men for work in yards. In bidding for positions in yard service Article

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87 will apply to the entire road, Boston to Albany, but no yard conductor shall be assigned to a yard position which he bids in, until he qualifies himself as to the nature of the work of such switcher. Yard men displaced can only exercise their rights on their division, either Albany or Boston.

When yard conductors fail to bid on a vacancy, the position will be posted for yard brakeman, and the senior yard brakeman bidding will be assigned to the job provided he qualified.

88. Yard men will not be used on the road when road men are available except in extreme emergency.

89. All engines assigned regularly to switching service shall be equipped with head lights, foot boards and proper grab irons on both ends. Any engine temporarily assigned to switching service, shall be so equipped at the first opportunity if such engine is to be continued in that service more than three days, and then only in daylight hours.

90. Yard men will not be required to chain cars in yards or on repair tracks where car repairers are employed.

91. Yard men called and not used will be allowed one-half day's pay and stand first out.

92. Regularly assigned pilots between Boston Terminal and Exeter Street yard will receive \$2.67 per day of 10 hours, overtime pro rata.

APPLICATION OF HOURS OF SERVICE LAW.

93. Under the laws limiting the hours on duty, crews in road service shall not be tied unless it is apparent that the trip cannot be completed within the lawful time; and not then until after the expiration of 14 hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

Example: If the company ties up a crew between terminals for any reason under 14 hours, continuous time would apply under the schedule for all the time tied up. If tied up between 14 and 16 hours, will be considered as having been tied up under the application of this 16-hour law and 8 hours or 10 hours as may be required will be deducted.

94. If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

Note: Where the crew is cut out by the railroad for rest, if on duty more than 14 but less than 16 hours, the 8-hour rest period governs and pay begins at the expiration of the 8-hour period. If on duty 16 hours and tied up for rest, the 10-hour period governs and pay will be resumed at the end of the 10-hour period.

95. When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

Example: A train crew is tied up at the end of 14 hours by an engineer and fireman who have been on duty 16 hours. They are required to take 10 hours rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

96. A continuous trip shall cover movement straightaway or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest a new trip shall commence when the crew resumes duty.

97. Road crews tied up under the law, shall be paid the time or mileage of their schedule,

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from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

Example: The introduction of this law does not set aside the schedule as to their terminal rights, in other words, a crew goes 14 hours and makes 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of 8 hours, their rest period is up and they proceed and run 25 miles; if they make it in two hours they get 25 miles, if they make it in 3 hours they get 30 miles instead of a minimum day.

98. Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per Article 97, the same as if they had run the run to such terminal.

Example: They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything into the terminal. These men are taking rest probably but they get just what they would have received had they hauled train in, receiving miles or hours, whichever is the greater.

99. Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

100. Yard employees who are relieved for rest in compliance with law, shall be permitted to resume work when lawful rest is up and to work 10 hours or be paid for 10 hours.

Example: Yard men cannot be tied up for rest in 14 hours. Sixteen hours applicable to yard men only. In other words, if a man works 16 hours he must be relieved to get 10 hours rest. If a man goes to work at 7 A.M. and works 16 hours or up to 11 P.M. 10 hours off duty will make it 9 A.M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used for 10 hours from 9 A.M. and paid for 10 hours.

101. These rates of pay, rules and regulations, shall remain in force for one year, and thereafter until the expiration of thirty days' notice in writing from either party of a desire to change.

.....
General Superintendent.

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Chairman, Conductors' Committee, O. R. C.

.....
Chairman, Trainmen's and Yardmen's Committee, B. of R. T.

ENGINEERS, LOCOMOTIVE.

Schedule of Instructions and Rates of Pay Affecting Locomotive Engineers, Boston and Albany Railroad. — Effective January 1, 1913.

1. **THROUGH PASSENGER SERVICE.** — Passenger trains running 95 miles in one direction will be considered through passenger service. Engineers of such trains will receive \$4.25 per day for 100 miles or less. Overtime to be computed on the basis of 20 miles per hour and will be paid for at the rate of 50 cents per hour, to be computed on the minute basis. Miles in excess of 100 pro rata. On Boston-Springfield, Albany-Springfield runs, miles or hours will be continuous, except lay-over time at opposite from home terminal not to be computed.

On all other passenger trains engineers will receive \$4.25 per day for 100 miles or less, for all over 100 miles 4.25 cents per mile, all over 10 consecutive hours 50 cents per hour, to be computed on the minute basis.

2. **ELECTRIC SERVICE.** — Wherever electric service is installed as a substitute for steam, or is now in operation on any of the railroads parties to this arbitration, or on any of the

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tracks operated or controlled by any of them as part of their system, the locomotive engineers shall have the preference for the positions of engineer or motorman on electric locomotives or multiple unit trains; but this right of the engineers shall not operate to displace any man operating electric power on any of the railroads parties to the agreement on May 1, 1912.

Since the use of electric locomotives or multiple unit trains upon steam railways is in so early a stage of development, and there is as yet no approximation to stable conditions, but a wide variation in existing practices, the Board found themselves unable, from the evidence before them, to make any uniform rules regulating rates of pay and conditions of service for engineers or motormen employed on such trains. The minimum day's wage or \$4.25 in passenger service, is, however, awarded, but the day's work covered by the same, both as regards hours of service and mileage covered are those which now exist in the electric service on the various roads, not those covered under the preceding heading, "Passenger Service."

This award is without prejudice to existing contracts for such service.

3. **FREIGHT SERVICE.** — On classes G-6, G-5, G-33, G-34 and F-2 engines, engineers shall receive \$4.85 per day for 100 miles or less; for all over 100 miles, or all over 10 consecutive hours, pro rata.

On all other engines in freight train service engineers will receive \$4.75 per day; for 100 miles or less, or all over 100 miles, or all over 10 consecutive hours, pro rata.

Through freight rates will apply on all work, wreck, pusher or helper, mine runs or roustabout, circus trains and to trains established for the exclusive purpose of handling milk, all according to the class of engine, overtime to be computed on the minute basis.

4. **MALLET TYPE.** — The rate of pay for running Mallet type of engines will be \$5.85 per day, for 100 miles or less; for all over 100 miles, or over 10 consecutive hours, pro rata.

5. **LOCAL FREIGHT SERVICE.** — Twenty-five cents per 100 miles or less is to be added for local freight service to through freight rates, according to class of engine. Miles over 100, pro rata.

Local freight is defined as follows: A road train that takes on or leaves cars, or loads and unloads freight at six or more stations in the day's run.

6. **FINAL TERMINAL DELAY.** — For freight service, final terminal delay shall be computed from the time the engine reaches designated main track switch connection with the yard track.

For passenger service, final terminal delay shall be computed from time train reaches terminal station.

Final terminal delay, after the lapse of one hour, will be paid for at the end of the trip, at the overtime rate, according to class of engine, on the minute basis.

If road overtime has commenced, terminal overtime shall not apply, and road overtime will be paid to point of final relief.

6A. Final terminal overtime for freight train service will commence at the following points: —

Westbound:

Tower 26 at Worcester.

Tower 42 at West Springfield.

Tower 72, Rensselaer trains.

Switch connection at east end of West Albany yard for West Albany trains.

Eastbound:

Tower 43 at West Springfield.

Tower 28 at Worcester.

Tower 10 at Beacon Park.

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7. **HELD AWAY FROM HOME TERMINALS.** — Engineers in unassigned freight service held 28 hours at other than designated home terminals without performing service are to be paid overtime rates as follows: 10 hours for the first 28 hours so held, and 10 hours additional overtime for each complete 24 hours so held thereafter, provided that this regulation does not apply to engineers delayed by reason of compliance with the law, or obstruction of the line through act of Providence.

8. **MAIN LINE FREIGHT TERMINALS** are as follows: West Albany, West Springfield, Beacon Park and Boston.

Road freight trains will not be required to go to East Cambridge with stock, except in case of extreme emergency. If required to go, they will be allowed a minimum rate of 2 hours at road rates. If time exceeds 2 hours, 3 hours will be paid; if time exceeds 3 hours, 4 hours will be paid, and so on. Time to be computed from time of arrival in yard.

9. **THROUGH FREIGHTS** will not be required to do any switching at terminals or any other points where switchers are employed, except the regular setting out or taking in of cars.

It is understood that trains will be made up at terminals on one track, when practicable, so that no switching will be required. At intermediate stations where switchers are employed, cars will be assembled, when practicable, so that work to be performed can be done from forward end of train.

10. **SWITCHING SERVICE.** — Engineers in switching service will receive \$4.11 per day, 10 hours or less to constitute a day's work; for all over 10 hours pro rata.

At West Springfield, Worcester, South Framingham, Beacon Park, Allston and East Boston engineers will be relieved, at engine house or yard office, one hour for meals between the fifth and sixth hours from time of commencing work, without pay for the hour provided they are relieved for that purpose. If required to work any part of the meal hour, engineers will be paid for the hour and allowed 30 minutes for meals between the fifth and sixth hours with pay. All other yard switching engines will be allowed 30 minutes for meals, between the fifth and sixth hours from time of commencing work with pay.

The jobs known as the New Worcester-Jamesville, North Wilbraham, Ludlow, Trap Rock, Westfield and Chester switchers will receive road rates.

Yard engines that are required to work at Brookline will receive road rates.

Yard engines that are required to work at Brighton Abattoir and East Cambridge in the same day will receive road rates for such day.

11. Time of engineers will begin 30 minutes prior to the ordered or schedule departure from the engine house, and end when engine is delivered at a point designated by the company at the end of the day's work or run. If engine is not ready at time engine is ordered for, then the time slip will be marked by engine house foreman to show time the day's work begins.

In computing mileage, engineers will be allowed all miles made by engine after leaving engine house, including terminal miles, doubling hills or going for water outside of water limits, or for coal, provided this service is not caused by failure or neglect of engineer.

12. Engineers of freight trains shall be required to make a report (on a regular form) of detentions between Rensselaer and West Albany.

Engineers of passenger trains shall be required to make a similar report of detentions at passenger terminals.

13. When time made by an engineer is not allowed as per time slip, the engineer making it will be notified of the change as soon as possible, with reasons for not allowing it.

14. An engineer called for service and not used, and sent home, shall be allowed a full day's pay.

15. Engineers required to report for service on Sunday or any holiday, and not used, will be allowed a day's pay for each 10 hours or fractional part thereof. This is not to be

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construed as allowing pay for any time preceding the hours designated for reporting for duty.

16. Engineers called to help or run freight trains from Springfield to Charlton or Rochdale, Springfield to Washington or Hinsdale, shall receive one day's pay for round trip; and overtime at 10 miles per hour, according to class of engine used.

Engineers called upon to go from West Springfield to North Adams Junction will not be required to make two consecutive trips, except in case of extreme emergency.

Engineers called to run or help freight trains, Beacon Park to Charlton, West Albany or Rensselaer to Hinsdale or Washington, will be paid as per Article No. 3.

17. Engineers used or held in house before or after making road miles will be paid on a basis of 10 miles per hour for each hour so held or used, in addition to road miles made. This does not apply to engineers waiting between trips on regular runs.

18. Engineers assigned to new territory will be allowed as many trips as the company may consider necessary and shall receive standard pay for such service.

19. Engineers on trains running between Springfield and Chatham shall be paid one day's pay in each direction. Overtime will be paid after 10 hours, according to class of engine used.

If there is any switching to be done in the handling of their own train, it is to be done without extra compensation.

20. Engineers when deadheading by proper orders shall receive half pay for such deadheading. When regular jobs have two different terminals and it is so arranged that engineers have to deadhead to or from their work they shall receive deadhead mileage one way in addition to day's pay.

Engineers relieved from duty on account of sickness or by company orders at their opposite terminals, will, when ready for work, resume duty at their home terminals, and the engineer called to cover his job shall be returned to his home terminal after completion of that trip, and shall receive his deadhead mileage, unless the company requires him for further service within eight hours.

21. Permanent vacancies or new runs or jobs shall be posted after 5 days on all bulletin boards, to close in 5 days, then the oldest engineer in service, providing he is competent, making application in writing shall be assigned within 5 days from the time the bids closed. The name of the successful applicant shall be posted.

22. When vacancies occur, all things being equal, the oldest engineer in service will have the choice of runs or jobs.

In case any permanent run or job is abolished, engineers of such run or job shall have the choice of any run or job held by a younger engineer.

Engineers who are displaced in this manner shall have the same privilege.

23. Engineers placed on regular runs or jobs made vacant on account of sickness or other causes, shall hold the same for 10 calendar days, when the oldest belt engineer in service making application in writing for same, if competent, shall be placed thereon, and hold the same until displaced by a senior belt engineer making application for the same, or the run or job is advertised as a temporary run or job, or the regular engineer returns. This does not apply to long run passenger trains where spare engineers are held for this service.

The number of engineers in belts is to be kept as near as possible to average 6 days per week.

24. 12.01 A.M., Monday, shall be the commencement of the first day of the working week. The first train or job out on or after 12.01 A.M., Monday, from the home terminal shall be the initial run or job.

25. A run or job will be declared vacant under the following conditions:

(a) When either terminal is changed.

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(b) When engineer is taken off initial run.

(c) When length of day is increased 2 hours or more by schedule of time-table.

(d) When leaving time of initial train or job is changed 2 hours or more.

(e) When a run or job is cancelled 2 or more days a week for two consecutive weeks, or 4 days in one week, holidays not to be considered.

(f) A change of route or train number will not change initial run.

26. (a) A run or job made vacant from any cause, sickness and injury excepted, for a period of 60 or more days, shall be advertised as a temporary run or job within 5 days after being made vacant.

(b) When a temporary run or job is bid in by an engineer holding permanent run or job, their run or job shall be advertised as a temporary run or job within 5 days.

(c) A run or job made vacant by sickness or injury shall be covered as per Article No. 23 until the expiration of 60 days. It will then be advertised as a temporary run or job, as per Article No. 26-a.

(d) Season, gravel and work trains will be advertised as temporary runs or jobs within 5 days. If such runs or jobs continue one year they will be advertised as permanent runs or jobs.

(e) Engineers holding a permanent run or job may, when displaced on a temporary run or job, displace any younger man holding a temporary run or job, or return to his original run, or job, if such run or job exists. If such run or job has been abolished or the original holder has been displaced through no fault of his own, he will have 10 days to exercise his seniority rights as per Article No. 28.

(f) Engineers holding no permanent run or job, when displaced on a temporary run or job, may displace any younger man on a temporary run or job or revert to his original board or list. If there are no younger men on said board, he will be entitled to belt work at any point where there are younger men in service as engineers.

(g) Advertising runs or jobs temporarily does not in any way affect the rights of original holder.

27. Seniority of engineers will date from the day they are regularly assigned as engineers in accordance with the seniority rules of promotion, as follows:

(a) A roster shall be placed conspicuously in all engine houses so that it may be referred to at any time. The roster will be corrected at least every six months, if changes occur during that period.

(b) The following rule will establish the seniority of engineers: Men who are hired or promoted to engineers shall date from the day they are regularly assigned to service as engineers, it being understood that if, through no fault of his own, a younger man is assigned ahead of him, he will antedate the younger man so assigned.

(c) Regularly assigned to service means being assigned to engineers' spare board, or being assigned to a run or job for 30 calendar days, and at the expiration of this time will be given their roster standing from the date first assigned to service, as per above conditions. Should more than one man be assigned to service as an engineer on the same day they shall take their roster standing as engineers in accordance with their previous length of service on the locomotives of this company.

(d) It is understood if a senior man is not available on account of sickness or other proper leave of absence, and a junior man is used out of his turn, whatever standing the junior man so established shall go to the credit of the senior man on his return to work as an engineer, and the junior man shall drop back to the position he would have held had the senior man been available and the junior man not used.

28. When a run or job has been abolished, or engineer has been displaced by a senior man, he will have 10 days in which to exercise his seniority rights, after he has been notified in person by the proper authority when he reports for duty. Failing to do so he will revert to the belt.

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29. Engineers after completing trip taking over 12 hours and less than 16 hours, will be allowed 9 hours' rest; if over 16 hours on trip 12 hours' rest will be allowed, but in all instances the Federal Laws as to rest must be complied with.

30. Flagmen will be provided for all engines running light. This will not apply between engine houses and terminals or to the day spare job at North Adams Junction.

31. Engineers attending court or inquests, or absent on company's business, shall be allowed their regular wages, unless full compensation is received from other sources; and if compelled to be away from home, their expenses shall be allowed in addition thereto. If called on lay-off day, the standard day's pay will be allowed.

32. Semi-annual passes will be issued to engineers.

33. Hostlers and inspectors shall be provided at Beacon Park, Riverside, Worcester, West Springfield, North Adams Junction and Rensselaer for all engines, and at other places where eight or more engines put up. At all other points present practice is to continue.

Switchers in continuous service shall be hostled once a day.

34. Hostling engines shall consist of sparking, cleaning fires, coaling, sanding, taking water and cleaning ash pans.

35. Engineers incapacitated from road service shall have the refusal of positions as hostlers and inspectors, if competent.

36. Grease cups will be filled, head-lights, classification and marker lamps will be cleaned and filled, and when it is necessary to change engines at opposite terminals, lubricators will be filled, all to be done by engine house force.

At Rensselaer, West Springfield and Beacon Park, tools and supplies will be placed on and taken off all engines by engine house force. This work will also be done at Worcester if it can be done without increasing the engine house force. Engineers will not be relieved from responsibility of knowing that engines are properly equipped for service.

37. Coolers and ice shall be furnished on all engines between April 1st and November 1st.

38. All engines will be equipped with storm windows, side and drop curtains from November 1st to April 1st, also spring seats and arm rests.

39. Engineers shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within 10 days and decision rendered promptly.

They may, if they so desire, be allowed to have a member of the engineers' committee present to represent them on boards of investigation, who may be present and hear all the evidence in the case.

The engineer will be allowed to read the written copy of the statement, and will sign it if correct. If accompanied by a member of a committee he also may read the statement.

If an engineer should be suspended and afterwards found innocent he will receive pay for lost time.

40. RULES GOVERNING OPERATION OF HOURS OF SERVICE LAW. — (a) Under the laws limiting the hours of duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of 14 hours on duty under the Federal laws, or within 2 hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty

Engineers, Locomotive.

applicable to the crew, provided the longest period of rest required by any one member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Award — Amendment of Section E of the Application of the Sixteen Hour Law.

Engineers in train service tied up under the law will be paid continuous time from initial point to tie-up point. When they resume duty on continuous trip they will be paid from tie-up point to terminal on the following basis: For fifty (50) miles or less, or five (5) hours or less, fifty miles pay; for more than fifty (50) miles or over five (5) hours, one hundred miles pay. It is understood that this does not permit running engines through terminals or around other crews at terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without engine and caboose, shall be paid therefor as per paragraph "e", the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work 10 hours or be paid for 10 hours.

41. The award of the Commission provides that the awards in passenger rates, electric service, freight rates and Hours of Service Law, shall be effective as of May 1, 1912. The award regarding Held Away From Home Terminal and Final Terminal Delay are effective as of November 1, 1912. All other rules and conditions are effective as of January 1, 1913.

42. These rates of pay, rules and regulations shall remain in force until the expiration of 30 days' notice in writing from the engineers' committee of the management of a desire to change.

For the Company:

For the Engineers:

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General Superintendent.

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Chairman.

.....
Secretary.

FIREMEN, LOCOMOTIVE.

*Schedule of Instructions and Rates of Pay affecting Locomotive Firemen, New York, New Haven, and Hartford Railroad.*¹ *Awarded Rates and Rules in effect May 3, 1913.*² *Other Rates and Rules in effect February 1, 1914.*

ARTICLE 1.

Ten (10) hours or less, or one hundred (100) miles or less, shall constitute a day's work in all classes of service, except as otherwise specified. The time for which firemen will be paid shall begin at the time he is required to report for duty, and end when the engine is delivered at the point designated.

¹ Not including mileage and overtime tables, to be used in determining earnings under award dated May 3, 1913, and Schedules of Weights on drivers of locomotives.

² Award is printed in italics.

Firemen, Locomotive.**ARTICLE 2. — PASSENGER SERVICE.**

*The following rates of wages per day shall be the minimum rates paid in passenger service:
Weight of locomotives in pounds on drivers: —*

Less than 80,000 pounds,	. . . . .	\$2.45
80,000 to 100,000 pounds,	. . . . .	2.50
100,000 to 140,000 pounds,	. . . . .	2.60
140,000 to 170,000 pounds,	. . . . .	2.70
170,000 to 200,000 pounds,	. . . . .	2.85
200,000 to 250,000 pounds,	. . . . .	3.00
250,000 to 300,000 pounds,	. . . . .	3.20
300,000 to 350,000 pounds,	. . . . .	3.40
All engines over 350,000 lbs. on drivers,	. . . . .	3.60
Mallet engines regardless of weight on drivers,	. . . . .	4.00

(b) Overtime in passenger service (except suburban service) will be paid at the rate of thirty (30) cents per hour on the basis of twenty (20) miles an hour, computed on the minute basis. Five (5) hours or less, one hundred (100) miles or less, to constitute a day's work.

(c) On short turn-around runs, no single one of which exceeds eighty (80) miles, including suburban service, overtime shall be paid for all time actually on duty, or held for duty, in excess of eight (8) hours (computed on each run from the time required to report for duty to end of that run) within twelve (12) consecutive hours; and also for all time in excess of twelve (12) consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one (1) hour.

ARTICLE 3. — FREIGHT SERVICE.

*The following rates of wages per day shall be the minimum rates paid in freight service:
Weight of locomotives in pounds on drivers: —*

Less than 80,000 pounds,	. . . . .	\$2.75
80,000 to 100,000 pounds,	. . . . .	2.85
100,000 to 140,000 pounds,	. . . . .	3.00
140,000 to 170,000 pounds,	. . . . .	3.10
170,000 to 200,000 pounds,	. . . . .	3.20
200,000 to 250,000 pounds,	. . . . .	3.30
250,000 to 300,000 pounds,	. . . . .	3.55
All engines over 300,000 lbs. on drivers,	. . . . .	4.00
Mallet engines regardless of weight on drivers,	. . . . .	4.00

Where two firemen are employed on a locomotive as a result of the application of Article 36 hereinafter, the rates of pay to each fireman shall be as follows:

Weight on drivers, 100,000 to 250,000 lbs.,	. . . . .	\$2.75
Weight on drivers over 250,000 lbs.,	. . . . .	3.00

(1) Firemen on locomotives in pusher and helper service, mine runs, work, wreck, belt line and transfer service, and all other unclassified service will be paid through freight rates according to the class of engine.

(2) Firemen in local freight service will be paid fifteen (15) cents in addition to through freight rates according to class of engine.

(3) Overtime in all classes of service, except passenger, will be paid for pro rata on the minute basis. Except as otherwise specified ten (10) hours, or one hundred (100) miles will be the basis for computing overtime. Miles and hours will not be counted together; when miles exceed hours, miles will be allowed, and when hours exceed miles, hours will be allowed.

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(4) Unclassified service covers mixed trains and mixed service which includes hauling a car or cars on any part of the trip to be used, or used exclusively, for lading billed as freight. It also includes cases where one (1) steam locomotive has in tow one (1) or more steam locomotives without cars.

(5) *During a day's work where two or more engines of different weights on drivers are used or where two or more classes of service are performed the highest rate will apply for the entire day.*

(6) Mixed trains and mixed service does not include switching.

(7) Firemen on trains that switch out or pick up cars at six (6) or more stations on a day's run will be paid local freight rates.

Only one (1) stop will be allowed for any station, and a station is a place designated in the time table by name at which a train may stop for traffic.

If cars are left or taken from two (2) or more sidings at a station, it is to count as one (1) stop.

A stop at an outlying siding will be counted as one (1) stop. By an outlying siding is meant a siding between two stations which is not operated as a part of the yard at either station.

Initial and final terminal stations for the day's run are not to be counted.

It is agreed that a stop at Slaughter House shall be counted as a station stop, if stop is not made at Northup Avenue. If both stops are made, it will count as one (1) station, Northup Avenue by this rule being a regular station. It is further agreed that Charles Street Yard shall be considered a station in the meaning of the rule, and that Brayton Avenue is included in Providence Station.

Trains that load or unload freight into or from cars and stations at four (4) or more stations will be classed as local freight trains.

Firemen performing mixed service on branch lines or firing road switchers, will be paid local freight rates.

Note: A combination of switching out or picking up cars and loading or unloading freight into or from cars and stations aggregating six (6) stations will be allowed.

Example: If a crew switches out or picks up cars at four (4) stations and loads or unloads freight at two (2) stations, local freight rates will be paid.

ARTICLE 4. — YARD SERVICE.

<i>Switch engine firemen on locomotives weighing less than 140,000 lbs. on drivers, per day of ten (10) hours or less,</i>	<i>\$2.50</i>
<i>Switch engine firemen on engines weighing 140,000 lbs. or over on drivers, per day of ten (10) hours or less (excluding Mallets \$4.00),</i>	<i>2.60</i>

(1) Where meal hour or pay for same is allowed, overtime will begin at the expiration of eleven (11) hours after reporting for duty.

(2) In ten (10) hour yards firemen shall be allowed one (1) hour for meals between the fifth and seventh hours from time of starting work. If required to work any part of the meal hour, they shall be paid one (1) hour extra and thirty (30) minutes will be allowed for lunch as soon as possible.

NOTE: Interpretation of the Board of Arbitration reads as follows: "In switching and hostling service time regularly occupied for the meal hour under the schedules and customs of the different roads may be deducted."

(3) Firemen on all switchers in eight (8) hour yards shall be paid two dollars (\$2.00) per day. Eight (8) hours or less shall constitute a day's work. For all over eight (8) hours they shall be paid pro rata rates per hour.

(3a) Firemen required to get their engines ready at the beginning of day's work, time

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shall begin not less than thirty (30) minutes before time ordered to report in yard. This applies to eight (8) hour yards only.

(3b) In computing overtime in eight (8) hour yards less than thirty (30) minutes shall not be counted. Thirty (30) minutes over the regular day's work, one (1) hour will be allowed.

(4) When firemen on switchers are required to work overtime and same exceeds one-half ($\frac{1}{2}$) of their regular day, they shall be paid one (1) day for it.

(5) When firemen have to double on eight (8) hour switchers, the Company will endeavor to deliver whatever food the fireman may arrange for.

(6) Firemen when sent out on the road shall be paid their regular day in the yard, plus their mileage on the road at road rates. Overtime shall be paid after expiration of hours governing service they are taken from.

(7) Firemen on switchers after having completed their day's work and then sent out on the road shall receive miles and hours for such extra service, unless they are out to exceed five (5) hours or fifty (50) miles, in which case they shall receive at least a full day at road rates.

(8) When engines are sent light to a distant point for the purpose of switching in yards where other switch engines are employed, firemen shall receive switching rates, plus their mileage to and from yard at passenger rates, the same as for deadheading, time to be continuous from initial point until returned to initial point. Overtime to be computed in accordance with the class of yard employed in.

ARTICLE 5. — HOSTLERS.

(1) Hostlers shall be furnished to take charge of and hostle engines at points where eight (8) or more engines put up. Hostling engines shall consist of having fires cleaned, ashes and sparks drawn, coal, sand and water taken, at all points where hostlers are employed, whether engines put up there or not.

(2) *The following rates of wages per day shall be the minimum rates paid in hostling service:*

Hostlers, per day of ten (10) hours or less,	\$2.40
If hostlers are employed in handling engines between passenger stations, and round houses or yards, or on main tracks, they will be paid, per day of ten (10) hours or less,	3.25
If men are employed to assist hostlers in handling engines between passenger stations and round houses or yards, or on main tracks, they will be paid per day of ten (10) hours or less,	2.50

(3) Where there are less than eight (8) engines put up and no hostlers are employed, the fireman's time shall continue on his regular day until the engine is placed for final disposition for the day.

(4) Where meal hour or pay for same is allowed, overtime will begin at the expiration of eleven (11) hours after reporting for duty.

NOTE: Interpretation of the Board of Arbitration reads as follows: "In switching and hostling service time regularly occupied for the meal hour under the schedules and customs of the different roads may be deducted."

ARTICLE 6. — HELPERS ON ELECTRIC LOCOMOTIVES.

The term "helper" will be understood to mean the second man employed on electric locomotives, and he shall receive in passenger service, per day of ten (10) hours or less, one hundred (100) miles or less, \$2.50

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In through freight per day of ten (10) hours or less, one hundred (100) miles or less, . . . \$2.80
In switching service, per day of ten (10) hours or less, 2.50

All working conditions applicable to steam locomotive firemen in steam service will apply to helpers in electric service.

(1) Firemen on steam and electric locomotives will hold seniority rights on one list on the respective divisions, and will be allowed to take positions in either service in accordance with this agreement.

ARTICLE 7.

For the purpose of Officially classifying the locomotive, bulletins will be kept at all terminals showing accurately the weight on drivers of all engines in service.

ARTICLE 8. — EXTRA SERVICE.**(1) PASSENGER SWITCHING ON ROAD AND AT TERMINALS.**

(a) Firemen on passenger trains, if called upon to do any switching at points where switch engines are employed, shall receive switching rates; time to commence when engine is prepared to switch and end when through switching, sixty (60) minutes or less to count as one (1) hour.

(b) Firemen on passenger trains that are required to do any switching at points where switch engines are not employed shall be allowed switching rates for such work, less than thirty (30) minutes not to be counted.

(c) Firemen on passenger trains who are required to take their own trains from or to yard or station, then cut off and go for other cars, such as baggage and express cars, shall be paid switching rates; thirty (30) minutes or less not to be counted. Time shall be computed from time engine is cut off of train until returned to its train again.

(d) Firemen on passenger trains who are called upon to take other than their own train to or from station or yard shall be paid switching rate; time to be computed from time engine is ordered to be on train until cut off and on its own train, less than thirty (30) minutes not to be counted.

(2) FREIGHT SWITCHING ON ROAD AND AT TERMINALS.

(a) Firemen in road service on freight trains are to do the necessary switching at points where there are no switching crews at any hour of the day or night, without extra compensation; but where there is a switching crew employed at any hour of the day or night the road crews are to set out the cars they have for that station and the switching crews are to do the placing of cars on private sidings, freight house sidings and individual tracks, and all other necessary switching, but if the road crews are called upon to do this work they shall be paid for same at regular switching rates. The same to apply to cars picked up by freight trains. The switching crews are to get such cars for all freight trains together to be picked up by the road engine, but if it is necessary to call on the road crews to do this switching which should properly be done by the switching crews they shall be paid for same at regular switching rates. The setting out or picking up of cars as outlined above is not to be considered switching.

(b) The following shall constitute switching: Picking up a car or cars not ahead on siding, taking cars from more than two (2) sidings, setting off cars on more than two (2) sidings.

(c) This article means that the time consumed in switching at such stations shall be compiled and the time allowed accordingly. Firemen shall receive pay for every hour or fraction thereof. Time commences when engine is prepared to switch and ends when through switching.

Firemen, Locomotive.**(3) REGULAR FIREMEN CALLED UPON.**

(a) Regular firemen who are called upon to do extra service after completing their regular day's work or run of one hundred (100) miles or less shall be paid for further service for the actual miles made in such service and the hours as extra after expiration of hours in class of service they are taken from, the hours to count from the beginning of the regular day's work. If on duty at the round house or under orders they shall receive twenty-five (25) cents per hour.

(b) If called upon after completing their regular day's run, and having left the Company's premises, it will be considered another day.

(c) Regular firemen will not be called upon to do extra service at any time, if spare firemen are available. In cases not covered by the schedule, where they are called upon to remain on duty they shall be paid pro rata rates per hour for time so delayed or employed.

(d) Regular firemen required to do extra work in the middle of the day shall be paid for such work as extra service. They shall receive miles, if they go out on the road, and hours if they remain under orders. It is understood that hours will be paid instead of miles made entirely within yard limits. To be paid at rate of engine fired.

(e) Firemen on regular runs when called two (2) hours or more before the beginning of their regular day's work and then go out on their regular runs, shall be paid one (1) day in addition to their regular day's pay. If called less than two (2) hours and then go out on their regular runs, they shall be paid miles or hours, whichever is the greater, as extra service, sixty (60) minutes or less to count as one hour. If called to go out before the time of their regular run to cover some other run, they shall be paid for all time consumed over their regular day as extra service, sixty (60) minutes or less to count as one (1) hour, and for all miles made in addition to their regular mileage.

(f) If firemen are taken from their regular runs to cover any service which pays less than their regular runs, the difference or loss to the man will be made good by the Company.

(g) Whenever the Company rearranges the train service on any division between time tables, and extra mileage is added to runs of less than one hundred (100) miles, such mileage shall be paid for as extra service for thirty (30) calendar days, unless three (3) or more runs are thus affected. It will also be understood that runs so affected by a temporary rearrangement of seven (7) days or less shall be paid for as extra service.

(h) Any fireman required to do any work from which he is exempted by the schedule will receive twenty-five (25) cents per hour for all time made as extra service, sixty (60) minutes or less to count as one (1) hour.

(4) DOUBLING HILLS.

Firemen having regular runs shall be paid extra for mileage made in doubling hills, it being understood that regular extras shall be considered as regular runs. Firemen on extras will have mileage so made added to their mileage.

ARTICLE 9. — COMPUTING TIME AND MILEAGE.

(1) In computing mileage, the actual miles made in road service, and fractions thereof, shall be used, and when the fractions of the total miles for the day equal fifty-hundredths (50-100) of a mile, or more, a full mile shall be allowed.

Firemen, Locomotive.*Example:*

Mileage from A to B,	. . . . .	25.10 miles.
Mileage from B to A,	. . . . .	25.10 miles.
Mileage from A to D,	. . . . .	30.15 miles.
Mileage from D to A,	. . . . .	30.15 miles.

Total, 110.50 miles.

Run calls for 111 miles.

(2) Firemen firing light engines to and from their trains will be allowed mileage so made, provided it is fifty-hundredths (50-100) of a mile or more.

Example:

Mileage from station to engine house, 60-100 of a mile.

Mileage from engine house to station, 60-100 of a mile.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

(3) Firemen required to take their own trains to or from stations and yards shall be allowed mileage, provided it is fifty-hundredths (50-100) of a mile or more.

Example:

Mileage from yard to station, 1 and 40-100 miles.

Mileage from station to yard, 1 and 40-100 miles.

One (1) mile in each direction will be allowed.

Fractions are not to be added to road mileage.

(4) Firemen on double runs, running alternate days, making a round trip one day and entitled to lay-off the next, will be paid not less than two (2) full days for the run.

Example: On Monday, Wednesday and Friday, a fireman runs from F to G, making ninety-eight (98) miles, and from G to F, making ninety-eight (98) miles: The fireman receives one (1) day each way, or two (2) full days for the run.

(5) If firemen, for any reason other than their own, are deprived of making their full trip, they shall be paid the regular mileage of the trip. These firemen can be used on other runs without extra compensation, unless they exceed the regular mileage. Firemen shall not receive less than a day's pay, if they are called to go out or are under orders.

Example: A fireman has a run from New Haven to New London and return, making one hundred two (102) miles. The fireman leaves New Haven and on arrival at Saybrook Junction is deprived, on account of a wreck, of finishing the run to New London; he is sent to New Haven, and returns to Saybrook, then returns to New Haven on his regular run, making for the day sixty-six (66) miles on his own run and sixty-six (66) miles on another run. He would receive for this day's work his regular mileage of one hundred two (102) miles, plus thirty (30) miles over his regular day's work.

(6) On all runs that are considered one (1) day each way and firemen are held at turning point under orders, they shall be paid for such time held in addition to their regular day's work.

ARTICLE 10. — DEADHEADING.

(1) Firemen deadheading over the road under orders shall be paid the minimum passenger rate (\$.0245) per mile, except when deadhead mileage is less than one hundred (100) miles and is in conjunction with freight or mixed service work.

(2) Mileage will not be allowed firemen when deadheading to take runs they have bid in.

(3) If firemen lose their runs or jobs through no fault of their own, deadhead mileage

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will be allowed to the initial point of runs or jobs which they select, or to the point where spare men are assigned at the minimum passenger rate (\$.0245 per mile).

(3a) When a fireman bids in a run or job and loses same through no fault of his own, and returns to the extra list, he may select any spare board on his division, but should he select any board other than the one from which he bid, he shall deadhead at his own expense.

(4) Extra firemen when relieved by men who have bid in or selected runs, shall be paid deadhead mileage to the point where they are obliged to report.

Note: As they are practically deadheading under orders they should be paid continuous time or a separate day at the rate of the service covered.

(5) Firemen deadheading under orders from one point to another shall receive a full day's pay at the minimum passenger rate (\$2.45), if they do no further work that day.

(6) Firemen who are required to deadhead to a distant point to cover a train for one day shall be paid continuous time from their initial points until they return to their initial points, and be paid deadhead mileage as extra service, except firemen who are required to deadhead on the preceding day and arrive at the distant point before 12.00 o'clock midnight and return on the following day, when they shall be paid not less than one (1) full day each way. When full day is allowed they will be paid the minimum passenger rate (\$2.45) and when continuous time the rate to be in conjunction with service covered.

(7) The time of a fireman beginning his day's work by deadheading, shall be continuous from the scheduled leaving time of the train on which he deadheads until he is relieved at the end of the day, rate to be in conjunction with service covered.

(8) The time of a fireman ending his day's work by deadheading shall be continuous from the beginning of his day's work until the train on which he deadheads arrives at his home terminal, rate to be in conjunction with service covered.

(9) When firemen are ordered to deadhead on electric cars, they shall receive mileage equivalent to the amount paid in fare, in addition to this article.

ARTICLE 11. — LEARNING THE ROAD.

(1) The oldest fireman on the extra list shall be the first to learn the road and qualify for service on electric locomotives over such portion as firemen are required to be acquainted with before they are allowed to work over it.

(2) Firemen shall have an opportunity to qualify for electric service and learn portions of the road that their division runs over, prior to promotion, as may be directed by the Superintendent or Master Mechanic.

(3) In all cases of firemen learning the road, they shall be paid the minimum passenger rate (\$.0245 per mile) for every mile they make, but in no instance shall they receive pay for less than one hundred (100) miles.

ARTICLE 12. — FIREMEN FAILING TO WORK A FULL DAY.

(1) When for any reason other than by orders of the Company a fireman fails to complete his day's work as arranged by the Company, he will be paid not less than the hours he works or miles he makes, and should the amount made by both men be less than the regular pay for the job, the difference shall go to the man relieved, or if the regular man can be relieved without extra expense to the Company, he shall be paid a full day, but in all cases the man who relieves him shall be paid as per schedule.

(2) If it is necessary for a fireman to be off duty for any reason, or he reports sick before commencing his day's work, and he is not relieved at the starting point or time of his day's

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work, but is required to work for a certain time or run to a certain point before he is relieved, or if he is relieved on account of injury while on duty, he will be paid not less than a full day.

ARTICLE 13. — TERMINAL DELAYS.

(1) *No initial terminal delay is allowed beyond that involved in the rule that pay shall begin in all cases at the time fireman is required to report for duty, but final terminal delay after the lapse of one hour will be paid for at the end of the trip, at the overtime rate, according to the class of engine, on the minute basis. For freight service final terminal delay shall be computed from the time the engine reaches the designated main track switch connecting with the yard track. For passenger service final terminal delay shall be computed from the time the train reaches the terminal station. If road overtime has commenced terminal overtime shall not apply, and road overtime shall be computed to the point of final release.*

(2) When from any cause firemen are delayed in delivering their engines on track designated for that purpose, after arrival at final terminal, they shall be paid for such delay as extra service, forty-five (45) minutes to count the first hour, one (1) hour thirty (30) minutes to count as two (2) hours; this not to apply to trains already earning overtime.

The following definitions as to terminal delays shall govern in allowing time claimed for such delays:

Passenger Service: Terminal delay will commence when train arrives at its terminal station as shown on the timecard.

Freight Service: Terminal delay will commence after train has made first stop in yard, which may be a part of a large terminal, which is the destination of train by schedule, symbol book or general orders. "In yard" means after engine has passed first switch leading from main track to yard in direction that train is moving.

Note: If terminal delay is made under Rule 2 that would not be paid for under Rule 1, consult wage tables and if earnings under Award are not greater for the day than the combination of old rate with old condition, any loss will be made good.

ARTICLE 14. — ATTENDING COURTS.

(1) Firemen attending courts, inquests, or other business by order of the Company, shall be paid the same amount they would have received had they remained at work. They shall also be paid necessary expenses while held for such service.

(2) Firemen called for investigation, except when subject to discipline, or examination during their layover in the middle of the day, or prior to or after completion of day's work, shall be paid for time held in such service at their regular rates, sixty (60) minutes or less to count as one (1) hour. Firemen failing to pass air brake, mechanical or train rule examination, this rule will not apply.

(3) Firemen who are required to lose their day's runs in order to attend an examination or investigation will be paid their regular rates, except when subject to discipline, or the amount they would have received had they remained at work. Firemen failing to pass air brake, mechanical or train rules examinations, this rule will not apply.

ARTICLE 15. — FIREMEN RELIEVED.

(1) Firemen firing regular one way trains, and cut out for any reason other than their own, thereby losing their return trip, will be allowed to return and take their run at either terminal. If they return to their home terminal the Company will pay deadhead mileage. The difference in pay shall be made good by the Company, less deadheading and overtime.

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(2) Runs that are considered one day each way are runs that make a continuous trip with but one turning point.

(3) If a fireman requests relief on account of rest or illness at stations between the terminals of his run and is relieved, he may report for duty at the terminal or turning point of his run, and will notify the engine dispatcher when and where he will report for duty, and will be held responsible for any failure to report at the place and time named.

(4) Firemen on regular runs that start from the same terminal every day who are relieved for any reason other than their own, thereby losing the following day's work, the Company will make good the difference between overtime earned and time lost on days in question.

ARTICLE 16. — TIME NOT ALLOWED.

(1) When there is a dispute over time claimed on time slip the parties interested shall be notified in writing and given reasons why said time is disputed and not allowed. This shall come from the Master Mechanic or Superintendent. If such disputed claims are appealed and ordered paid, the fireman interested will be notified by the Superintendent's office of the amount allowed him and the date and pay roll on which he will receive same.

(2) Firemen who receive their pay on the road will receive all their pay from one pay car.

ARTICLE 17. — EXTENSION OF RIGHTS.

(1) All branch lines and divisions, the motive power of which is under the supervision of the same Master Mechanic, will be treated as one division as regards the seniority rights of firemen, except on the Boston and New York Divisions. This means that the New York Division and the Shore Line Division will be carried on one roster, which will be called the Shore Line roster.

(2) The Providence, Midland and Old Colony Divisions will have trackage rights over the Boston Division on all runs entering and departing from Boston running over their territory.

(3) All runs and jobs confined wholly within the Boston Division limits will be equally allotted to each Division entering Boston.

(4) The Boston Division will be considered neutral territory and will not carry a roster.

ARTICLE 18. — SENIORITY RIGHTS.

(1) Rights of engineers and firemen, if competent, as determined by these rules, shall be governed by seniority in service, the man longest in the service who is eligible for the run under these rules will be given the preference.

(2) Firemen losing their runs or jobs by reason of their having been discontinued or having been taken by firemen their senior, or for any reason not brought about by any fault or action of their own, shall be entitled, if competent, as determined by these rules, to take any run or job on the same division, at initial or other terminal, held by a fireman their junior in seniority, but shall not be permitted to take such run or job at other than the commencement of day.

(3) A fireman losing his run or job as per seniority rule will be required to make a choice in writing of run or job within fifteen (15) days from time he was notified of his displacement, and will go on the spare list until he makes a selection, unless he has permission to lay off. A fireman failing to make a selection within fifteen (15) days will remain on the spare list until he bids in a run or job.

(3a) When a fireman bids in a run or job and loses same through no fault of his own, and returns to the extra list, he may select any spare board on his division.

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(4) In instances where firemen are absent from service for causes as are provided for by Rule 1, Article 26, the provisions of the preceding rule do not apply until such time as the fireman reports back for work.

(5) Firemen will be placed on seniority list in the same order in which they are assigned to the service, and will be given precedence, if competent, as determined by these rules, accordingly in all matters pertaining to seniority.

(6) When a fireman selects a switcher as his regular job, he can displace any man his junior, provided he does not select a switcher held by a man disqualified from road service.

(7) No fireman shall be considered permanently disqualified for road service, unless he has been injured while in the performance of his duties, or failed in examinations, and placed in switching service.

(8) A fireman failing in final examination can displace any fireman who is in line for road service, if his position is declared a switcher.

(9) A roster of each division shall be placed conspicuously in all engine houses so that it may be referred to at any time. The roster will be corrected at least every six (6) months as of January 1st and July 1st if changes occur in that period.

ARTICLE 19. — DEFINITIONS OF RUNS AND JOBS.

(1) Definition of a run: A train or group of trains, the number, symbol or description of such trains advertised separately or in groups, and having time of departure defined for each working day, shall constitute a run.

(2) Definition of a job: Switching service, emergency work, service on pushing and helping engines, with time defined for commencement of each working day, shall constitute a job.

ARTICLE 20. — ADVERTISING RUNS AND JOBS.

(1) Vacancies on all runs or jobs shall be advertised on all bulletin boards on the division on which they occur for five (5) days. The oldest man in service will be given preference, if competent, as determined by these rules, and will be given a fair chance to prove his ability.

(2) All runs and jobs vacant will be advertised on bulletin boards on Saturday of each week, and all bids for such vacancies must be made in writing to the Master Mechanic, and be in his office on or before 3.00 P.M. of the following Thursday, at which time they will be awarded and the successful applicant placed on the run of his choice within three (3) days thereafter.

Firemen at outlying points bidding for runs may file with the foreman the original and duplicate of their bid. The foreman in turn will endorse same, giving time and date filed and forward the original of the bid to headquarters, retaining the duplicate on file in his office.

Note: This does not affect special official trains.

(3) When a fireman bids in a position, he will not be allowed to bid for his former position until it has once been filled and again becomes vacant, except in event of his being displaced.

(4) In the event of a run or job being advertised and not bid in it will be readvertised and be considered a vacant run or job until bid in.

(5) No train shall be considered a regular extra or section of a regular train until it has run for a period of thirty (30) days. All regular extras, time table trains, trains designated in the symbol book, all sections of regular trains, all switchers, all emergency jobs, all pushers and helpers, shall be classified as annual runs.

(6) Changing the initial starting point of a run, increasing the length of day two (2) hours or more, decrease in earnings per day equivalent to two (2) hours or more, initial

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starting time changed one (1) hour or more, changing destination of initial starting train, constitutes a new run, and all must be advertised in accordance with this agreement. This also to apply to switchers.

(7) When a run has been changed so that it constitutes a new run and it is required to be posted, the fireman who was occupying the run when it was changed may remain on same until it is bid off after which he will be allowed to select his future run in accordance with this agreement.

ARTICLE 21. — EQUALIZING RUNS.

(1) When trains are run over two (2) or more divisions, and there are opposing trains, the trains shall be equally allotted to the divisions over which the trains are run.

(2) If there are no opposing trains, the division over which the greatest mileage is made will be awarded the train.

(3) If a season train is put on and there is no opposing train it shall be alternated annually between the divisions over which it runs.

(4) This refers to division lines as at present arranged in accordance with this agreement, but changes will be made only when runs are rearranged or vacancies occur.

ARTICLE 22. — ANNULING TRAINS.

(1) When any run or job is temporarily annulled for a period of fifteen (15) days, the fireman holding said run or job will be allowed to return to the run or job when it is re-instituted within the above period, provided he does not bid in or select another run or job during the temporary annulment.

ARTICLE 23. — TRANSFERRING FIREMEN.

(1) When it becomes necessary for the best interests of the Company to transfer Firemen from one division to another, they shall retain all their rights under seniority rule. Men thus transferred shall not assume their rights under seniority rule until a vacancy occurs.

(2) Firemen transferred from one division to another upon their own request shall be considered as new men.

(3) Firemen transferred from one division to another against their wishes can be returned to their home division and assume their seniority rights when vacancies occur, if written application is made to the Master Mechanic within six (6) months.

(4) Firemen transferred from one division to another as engineers, and afterward set back firing, will return to the division they were transferred from at the time of promotion, subject to provision of Rule 10, Article 25. They will not be in line for promotion as engineers on that division, but must return to the division that they acquired rights on as engineers when engineers are wanted.

(5) Firemen who were transferred under provisions of the preceding rule prior to February 16th, 1908, will, if demoted to firing, take their rights as firemen on the division that they held rights on as engineers.

(6) Firemen who accept transfer from one division to another and become promoted to engineers, shall not thereafter be retransferred as engineers to the division they fired on, if there are still on that division firemen who can be promoted who were older than they were at the time of transfer.

Firemen, Locomotive.**ARTICLE 24. — REDUCING FORCE.**

(1) When there is a surplus of firemen for the business of the division, the firemen in point of seniority shall have the preference for employment.

(2) Whenever it becomes necessary to reduce the force of firemen in service, it shall be done by taking off firemen per seniority list of the division taken in reverse order. The firemen thus taken off shall be the first to be brought back into the service when more firemen are wanted.

Firemen who have failed in their examinations and placed at the foot of the roster as provided for by Article 25, Rule 6, will be exempt from the provisions of this article.

(3) At terminals where firemen are assigned to the service known as the extra list, the number so assigned shall be reduced when the average pay of the firemen falls below fifteen dollars (\$15.00) for each of two (2) consecutive weeks.

(4) When there is an overloaded working list on any division and another division is in need of firemen, the youngest firemen shall be transferred to the division needing the firemen. In the event of a fireman refusing to go, he shall be given a leave of absence, with the understanding that when additional firemen are needed he shall be sent for to resume firing according to his seniority standing. A fireman thus transferred shall have the right to return to the division he was transferred from when firemen are needed, before firemen are hired, if he so desires.

(5) When there is an overloaded spare list at any terminal on a division, and it is necessary to reduce the number of spare firemen at that point, the youngest firemen on that list will be the first to be transferred to any other terminal on the same division that needs additional firemen, and firemen thus transferred will be the first to be brought back, in their seniority order, provided they desire to return to the terminal they were transferred from, when more firemen are needed. In event the youngest fireman is on a temporary vacancy he shall be taken from same immediately on notice that he is to be transferred or laid off.

(6) Firemen laid off under the provisions of this article will be required to leave their addresses with the Master Mechanic, and will be given preference for employment on any other division, if they so desire, before new firemen are employed. The firemen thus employed shall be given the right to return to the division they were taken from, to resume firing according to their seniority standing on that division, if they so desire, before new firemen are employed on that division.

ARTICLE 25. — PROMOTIONS AND DEMOTIONS.

(1) Every fireman before being promoted to the position of engineer will be required to show his fitness and ability by passing an examination on vision, color sense and hearing, train rules, special instructions, location and meaning of signals, physical characteristics of the road, air brake operation and mechanical knowledge, and to be furnished with a certificate of competency signed by the Road Foreman of Engines and Master Mechanic, based upon their personal observation and knowledge of the man, and approved by the Division Superintendent. A copy of such certificate shall be filed with the division record of the employee.

The Company will pay the expense of making all examinations.

Rules 2 and 3 of Article 21 of Agreement with Engineers, and Rules 2 and 3 of Article 14 of the Agreement with the Firemen, shall apply.

(a) To regulate the promotion of firemen to position of engineer, it is agreed that all firemen in the service who have fired three years or longer (this to include at least one year in road service) will have an opportunity to qualify for the position of engineer. Fire-

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men who do qualify shall be promoted before engineers are hired. Such promotions shall take place on the division where the firemen have rights.

(2) Firemen shall be examined on their mechanical knowledge of engine and air brake as follows:

When men are employed as new firemen they shall be given separate books containing the questions which they shall be prepared to answer at the expiration of their first, second and fourth years of firing respectively. Promptly upon the expiration of their first year as firemen they shall be called before an examiner in their order of seniority, so far as it is practicable, and be examined on the questions contained in the book governing examinations for the first year.

Note: Firemen laid off by reducing force, will not be called for this examination until after 90 days from date of their return to service.

Firemen who fail to pass this first examination will be given another examination at the expiration of thirty (30) days from date of failure. Failing to pass this second trial they will be dropped from the service.

After passing this examination they will be notified to prepare to answer the questions contained in the book governing examinations at expiration of two years firing.

(3) At the expiration of their second year as firemen and in their order of seniority, so far as it is practicable, firemen will be called before an examiner and examined on the questions contained in the book governing examinations for the second year.

Note: Firemen laid off by reducing force, will not be called for this examination until after 90 days from date of their return to service.

Firemen failing to pass this examination will be allowed two more trials within sixty (60) days from date of failure. These trials shall be given thirty (30) days apart as near as possible. Failing to pass within this sixty day period, they shall be placed at the foot of the list and work up again as new men.

After passing this examination they will be notified to be prepared at the expiration of two (2) years from date of reporting for this examination to submit to an examination on questions contained in the book governing examinations at expiration of four years.

(4) At the expiration of their fourth year as firemen and in their order of seniority firemen shall be promptly called before an examiner and examined on the questions contained in book governing examinations at the expiration of the four year period. Firemen who pass this examination will be given a certificate showing date upon which said examination was completed and their names will be placed on the list of names of firemen who have completed this third examination in the same order in which they have stood as firemen, providing they pass on first trial. This list shall be known as the promotion list and shall govern the order in which firemen shall be called to take final examination on book of rules.

Firemen who fail in the first trial on this third examination and pass later on will be given their date on the promotion list as on date that they complete the examination.

Firemen failing to pass this fourth year examination, may, if they so desire, have three (3) months in which to prepare for a second trial, and failing in this second trial they may if they so desire have three (3) months more in which to prepare for a third trial. Failing to pass on this third trial they shall be placed immediately at the foot of the list and work up again as new men.

(5) If through no fault of their own, firemen are unable to take examination when ordered to do so, they will retain their seniority rights.

A refusal to take examination will count as a failure.

(6) When additional engineers are needed firemen shall be called in the order in which their names appear on the promotion list to take final examination on book of rules. Firemen when called for this examination shall be given, whenever practicable with the re-

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quirements of the service, at least thirty (30) days' advance notice of date upon which to report to examiner. Failing to pass this examination on trial they will be allowed a period of three months in which to complete the same and will be re-examined as they may request at any time during this three months' period.

Firemen failing to pass this examination on book of rules within the three months' period will be placed at the foot of the firemen's roster. A fireman who refuses to take this examination will be dropped from the service.

Note: Firemen who have failed in their examinations and put at foot of roster and are working up for their second time, prior to the date that these progressive mechanical examinations are installed, will not be dropped from service for failure to pass first year examination.

They will be governed by rules for the second and fourth year examinations respectively.

Any such firemen who fail to pass the final examination on book of rules will not be put at the foot of the roster, but may be assigned to switching service, or to hostling or inspector service.

(7) Should it occur on any division that additional engineers are needed before firemen have been in the service long enough to be subject to the four year examinations, the firemen who have been in the service as is required by Rule 1-a of this article shall be subject to the provisions of Rules 4 and 6 of this article.

(8) A record shall be kept of each examination of every fireman and shall be open to the inspection of the Firemen's Committee, when they desire it, if authorized in writing by the man himself.

(9) When a demoted engineer or a qualified fireman is used as an engineer for twelve (12) consecutive days the senior qualified fireman on the division shall be assigned to service as an engineer and his run or job shall be advertised as vacant.

(10) When there is a surplus of engineers for the business of the division, engineers who have been promoted from firemen may return to firing, resuming their original rating on the firemen's roster, and exercise their seniority in selecting a run or job firing.

(11) When additional engineers are required, the men who have been set back to firing, shall be called upon to resume running, such men to be sent for according to their seniority standing.

(12) An engineer who has not been promoted from the position of fireman on this system has no rights as a fireman.

(13) Firemen who are called to take the fourth year mechanical examination or final examination on book of rules will be subject to the provisions of Article 14, Rule 2 or 3 in either instance.

In calling firemen to take either of the first or second year examinations the Company will arrange, so far as possible, that firemen will not be subject to loss of time.

(14) Firemen that are taken out of their turn from their firing runs or jobs and used as engineers for less than five (5) days shall be paid at engineers' rates but in event that their earnings as engineers for such temporary period is less than they would have earned on their firing runs or jobs, the difference or loss to the firemen will be made good by the Company.

Note: The mechanical and air brake examinations will be placed into effect with the firemen now in the service as follows:

The question books will be distributed among the firemen and one year from the date of this distribution, firemen who have been in the service more than one year and less than two years will be examined in their seniority order, so far as it is practicable, on questions contained in the first year book.

Firemen who have been in the service more than two years and less than four years will be examined in their seniority order, so far as it is practicable, on questions contained in the second year book.

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Firemen who have been in the service four years or more will be allowed one year from the date the books are distributed in which to prepare for an examination on questions contained in fourth year book and will be examined in their seniority order on the fourth year book at the expiration of that time.

All firemen affected by these arrangements will be subject to all requirements and provisions of the rules of this article governing in the matter, and in the same way as these rules are to apply to new firemen.

ARTICLE 26. — FIREMEN OCCUPYING OTHER POSITIONS.

(1) Firemen who are occupying other positions than firing for a period of ninety (90) days or more in one (1) year, other than firemen injured in service or sick and recovering from same, occupying official positions, serving on committee work or hostling, will give up roster standing on the firemen's list, and if they return to the firemen's list they shall return as new men.

(2) Runs or jobs vacated by firemen under conditions described in this article, will, upon expiration of sixty (60) days, be advertised. When it is known by the Company that the firemen will be absent from their runs or jobs at least sixty (60) days, such vacancies shall be advertised immediately.

(3) Firemen losing their runs or jobs by provisions of this article will be subject to the provisions of Rule 2, Article 18.

ARTICLE 27. — SPARE AND EMERGENCY FIREMEN.

(1) Spare firemen shall be run first in and first out, so far as it is possible with the requirements of the service. When firemen are assigned to temporary vacancies, they shall remain on same, provided they are competent, until the regular men return or until regular men are assigned. The following exceptions will be made to the above:

(a) Except as provided for in Article 24.

(b) When spare firemen are assigned to a temporary vacancy that should be covered by firemen from some other terminal. In this case, the fireman first assigned to the run shall be returned to his home terminal, and the vacancy covered by a spare fireman from spare board where run originates, and in accordance with the first paragraph of this rule.

(2) Spare firemen shall receive rates of regular men while on the road and shall not be kept for any particular service, but must be assigned in order from the list, if qualified, and all spare firemen shall be given a chance to demonstrate their ability.

(3) Spare firemen not at home when called shall be immediately placed at the foot of the list.

(4) Spare and emergency firemen when held on duty shall be paid twenty-five (25) cents per hour, ten (10) hours or less of service to constitute a day's work. If sent out on the road, they shall be paid their hours in the house, and miles on the road, overtime to be computed on a basis of ten (10) hours.

(5) After spare and emergency men have completed a full day in the house and then sent out on the road, they shall be paid hours and miles for such service at road rates, overtime to be computed from beginning of day's work in the house and end as per Article on computing time. Spare and emergency men making house time and switching time shall be paid hours in the house at twenty-five (25) cents per hour and hours in the yard at pro rata switching rates per hour, but in no instance shall they receive less than one (1) day's pay.

(6) Regular firemen who are off duty will report for duty at least twelve (12) hours in advance of their regular leaving time, and the extra man working on the run or job will be notified and have his name placed on the spare board immediately upon arrival at

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terminal where spare list is located. If more than one man arrives at the same time, they will stand out in the same order that they were relieved.

(7) The present system of bulletin boards shall be maintained at all engine houses where spare men are assigned, and same shall at all times be in view where firemen can consult them and know where they stand on the list.

ARTICLE 28. — MISCELLANEOUS.

(1) Firemen will be allowed to exchange runs or jobs for a period of thirty (30) days prior to promotion, also in case of injury or convalescence, if agreeable to the party they wish to change with and approved by the Master Mechanic.

(2) Regular firemen will not be allowed to give up their runs to go on the spare list.

(3) Firemen on regular runs will be allowed to live where they believe it to be to their best interest and advantage but shall be held responsible for not properly covering their runs. A telephone or telegraph message shall be accepted as sufficient notice to a round house foreman or engine dispatcher that a fireman wants to report on or off duty.

(4) If an engine breaks down on the road while on its run, an engine will be furnished the regular crew so that they can continue on their trip.

(5) Firemen shall not be required to throw switches except in cases of extreme necessity or do flagging except when required by the rules.

(6) The General Chairman will be furnished with a copy of all decisions and interpretations of the General Manager, General Superintendent and Mechanical Superintendent, based on the schedule, that may be issued from time to time.

ARTICLE 29. — WORK NOT REQUIRED OF FIREMEN.

(1) *Firemen will be relieved of cleaning engines. Lubricators will be filled, headlights, markers and other lamps cared for (including filling but not lighting), and all supplies placed on engines at points where round house or shop force are maintained. The firemen shall not be relieved of responsibility of knowing that engines for which they are called are properly equipped for service.*

(2) Firemen will not be required to shovel coal onto tenders from cars or coal bins. At terminal or turning points where men are kept to shovel coal onto tenders, these men will put the coal ahead on the tenders, when there is enough on same to complete the day, and the firemen desire it. Men who are required to shovel coal onto tenders shall place and trim it properly.

(3) The present practice of shoveling coal over on tanks and taking water on through passenger trains is to be continued, this practice to be extended from time to time as may be necessary.

(4) At points where coke is used, men will be furnished to build up the fire.

ARTICLE 30. — CALLING AND REST.

(1) The Company will furnish callers for firemen living not more than one (1) mile from the engine house.

(2) Firemen living within calling limit, who have regular runs, will be called between the hours of 9.00 P.M. and 8.00 A.M.

(3) Spare firemen living outside calling limit, who have a telephone, shall be called at any hour of the day or night.

(4) Firemen who have worked sixteen (16) hours consecutively will be given ten (10) hours rest before they are again called for service except where tied up under the law when they will be called at the expiration of the legal hours of rest.

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(5) Firemen in road service will not be tied up, unless it is apparent that the trip cannot be completed within the lawful time, and not then until after they have been on duty fourteen (14) hours.

Firemen tied up between terminals on account of the hours of service law will be paid continuous time from initial point to tied-up point. When they resume duty on a continuous trip they will be paid from tied-up point to terminal on the following basis: For fifty (50) miles or less, or five (5) hours or less, fifty (50) miles pay; for more than fifty (50) miles up to one hundred (100) miles, or over five (5) hours and up to ten (10) hours, one hundred (100) miles pay; over one hundred (100) miles, or over ten (10) hours, at schedule rates. This provision does not permit the running of firemen through terminal or around other firemen at terminals, unless such practice is permitted under the pay schedule.

(6) When firemen are tied up in accordance with rule 5 of this article, and then dead-headed or towed to terminal, they will be paid continuous time the same as if they were on duty.

(7) Firemen tied up in accordance with the law will not be required to watch or care for engines or perform other duties.

(8) *Firemen in pool freight and in unassigned service held at other than home terminal, will be paid continuous time for all time so held after the expiration of eighteen (18) hours from time relieved from previous duty, at the rate per hour paid him for the last service performed. If held fourteen (14) hours after the expiration of the first twenty-eight (28) hour period, he will be paid continuous time for the next succeeding ten (10) hours, or until the end of the twenty-four (24) hour period, and similarly for each twenty-four (24) hour period thereafter. Should a fireman be called for duty after pay begins his time will be computed continuously.*

(9) When firemen on other than assigned trains are relieved from duty at other than home terminal, and held there more than twelve (12) hours, at the expiration of twelve (12) hours their time shall commence.

Note: If time is made under Rule 9 that would not be paid for under Rule 8, consult wage tables and if earnings under Award are not greater for the day than the combination of old rate with old condition any loss will be made good.

(The same method should be followed with Rule 5 in determining earnings.)

ARTICLE 31. — PASSES.

Firemen shall be furnished with term passes good between all stations on the district on which they work.

ARTICLE 32. — CURTAINS, ETC.

(1) The Company shall furnish and properly place in all engines, between the fifteenth of October and the fifteenth of April, side and drop curtains in cab, for the protection, so far as possible, of the firemen from storm; and between the fifteenth of May and the fifteenth of November, water coolers and ice shall be furnished each engine, the firemen to get the ice.

(2) Cab spring seats and backs, also arm rests, shall be furnished the firemen, and placed on all engines. A squirt hose must be maintained on all engines at all times.

(3) Water faucets shall be inserted in all tanks.

(4) A clean and tight seat box under the fireman's seat, fitted with suitable lock, must be maintained on all engines at all times, for the protection of his clothing.

(5) Men who clean fires shall be furnished a complete set of tools for their use, and will not use hooks used by firemen, except in cases of emergency.

Firemen, Locomotive.**ARTICLE 33. — COMPLAINTS OF FIREMEN AS A BODY.**

When complaint is made by the firemen as a body concerning the personal conduct of any fireman on this system that would reflect discredit or bring into disrepute the firemen as a class, such complaint shall receive attention and full investigation, and, if the complaint is proven to the satisfaction of all concerned, the fireman so complained of shall be dismissed from the service.

ARTICLE 34. — INVESTIGATIONS.

(1) The Division Superintendent is responsible for the enforcement of rules, the maintenance of discipline and the determination of competency of employes. His decision shall be final unless reconsideration is requested or appeal made.

(2) Request for consideration of any decision of the Division Superintendent must be made in writing within forty-five (45) days after written notice is mailed to the employe.

(3) If such request be denied or if upon reconsideration the Division Superintendent decides against the employe, an appeal may be made to the General Superintendent, who shall appoint a committee, of which he shall be one, where practicable, to hear the same and refer to them the appeal papers, records and decision of the Division Superintendent. The decision of this committee shall be given in writing to the employe and shall be final unless a hearing is asked for in writing within thirty (30) days from the date of said decision. If such hearing is asked for the General Manager shall grant it and shall approve or disapprove the decision of the Committee.

(4) Employes (firemen) shall be notified in writing of any charges against them and be given every opportunity to defend themselves. They shall have the right to be represented by a committee of employes in the engine service who shall be allowed to appear and speak for them as they may desire. Discipline will not be imposed by the Division Superintendent until after a full and complete investigation which shall be conducted promptly by the proper officer on each division, at which time every effort must be made to ascertain all of the facts and all witnesses who have knowledge of the accident or occurrence will be heard.

(5) Firemen who are discharged, or who are held from service, pending an investigation, or suffer suspension, and afterwards exonerated from blame for accident or occurrence with which they were charged, shall be compensated for all time lost at regular earnings of the firemen who occupied their work.

(6) Firemen shall be notified by the Superintendent in writing of all discipline administered to them stating cause.

(7) At the request of the fireman his representatives may accompany him at the investigation. A stenographic record of his statement made at investigation, providing such record is taken, will be furnished him upon his request.

(8) Hostlers may be represented by a committee of employes in the engine service, if they so desire.

(9) The Company agrees to recognize the firemen's committee in the interest of those they represent, no prejudice shall be allowed to exist against any man serving on same, and any or all members of such committees shall be given such leave of absence as may be necessary in doing committee work.

Note: The word "firemen" as used in these rules includes helpers on electric locomotives.

ARTICLE 35. — SIGHT, COLOR AND HEARING TESTS.

(1) In re-examining firemen as to visual power and color perception the tests will be made with such reading cards, worsteds and lanterns, as may be prescribed by the General Manager.

Firemen, Locomotive.

(2) If a fireman fails on this test, it shall have no bearing on his second test, which will be made as follows: In examining firemen all examinations for detecting color perception and ascertaining the visual power shall be conducted with such flags, lights and semaphore signals only as are in use on this system. All examinations shall be made under the same circumstances as required in the actual operation of the road.

(3) In re-examination of firemen for color sense and strength of visual perception, the use of glasses of spectacle form will be permitted, it being understood that in all such cases firemen while on duty will wear glasses of spectacle form as prescribed by a competent oculist, and, furthermore, will carry with them an extra pair of such glasses.

(4) New men employed as firemen will be required to pass visual, color and hearing tests such as may from time to time be established by the General Manager.

(5) The hearing test for engineers and firemen shall be upon their ability to hear words spoken in an ordinary conversational tone of voice.

ARTICLE 36. — WHEN A SECOND FIREMAN IS DEEMED NECESSARY.

When a second fireman is deemed necessary on any engine, or assistance is deemed necessary on any engine where one fireman is employed, the matter will be taken up with the proper officials by the firemen's committee. Failing to reach a settlement the matter shall be referred to an Adjustment Commission, to be composed of five (5) persons, two (2) of whom are to be chosen by the railroad company, two (2) by the firemen's committee, and one (1) to be selected by the four (4) thus chosen, who shall be the chairman of the Commission. Should the four (4) men fail to agree upon the fifth, then three (3) days after the last of the four (4) is selected, the fifth man shall be named by the Presiding Judge of the United States Commerce Court. If, for any reason, the selection of the fifth man cannot be made by the Presiding Judge of said Court, he shall be named by the United States District Judge of the District in which the controversy may have arisen. All expenses incurred in connection with the settlement of such matters shall be borne equally by the two (2) parties to the controversy.

ARTICLE 37. — ARTICLE 9 OF THE AWARD.

"The earnings of firemen in any class of service shall not be diminished by the provisions of this award; and if the rates that were higher or the conditions that were better antecedent to this award are necessary to guarantee this requirement, they shall be maintained. Neither shall the earnings of the firemen, in any class of service, be increased above what the higher rates of pay and the conditions that were better antecedent hereto guaranteed him, by a combination of the rates herein established with the conditions of service antecedent hereto, or vice versa.

"It is not intended that any of the terms or provisions of this award shall debar committees from taking up for adjustment with the Management of the respective railroads any questions or matters not specifically covered herein."

ARTICLE 38. — ARTICLE 10 OF THE AWARD.

"This award shall take effect at the time and in the manner provided by the Act of Congress entitled 'An Act Concerning Carriers Engaged in Interstate Commerce and Their Employees, Approved June 1st, 1898.'

"All parties to this arbitration having stipulated in writing, and incorporated in the record an agreement, extending the time within which this Award may be made and filed, from the second (2nd) day of April, 1913, to and including the Twenty-third (23rd) day of April, 1913, the Arbitrators now, on this twenty-third (23rd) day of April, 1913, sign this Award without dissent in any particular to any of its provisions by any one of them, and have required the Secretary to attest the same."

Firemen, Locomotive.**ARTICLE 39. — AGREED.**

The awarded rates and rules effective May 3rd, 1913, other rates and rules will go in effect February 1st, 1914, and supersede all former agreements.

No changes will be made in any article of this agreement, by either party, without giving thirty (30) days' notice in writing.

For the New York, New Haven and Hartford
Railroad Company.

For the Locomotive Firemen.

.....
Mechanical Superintendent.

.....
Chairman.

.....
General Superintendent.

.....
Vice-Chairman.

.....
General Superintendent.

.....
Secretary.

Approved:

.....
General Manager.

MAINTENANCE OF WAY EMPLOYEES, RAILROAD.

General rules and rates of pay applicable to Employees in Maintenance of Way Department, Boston and Maine Railroad.

**RULES APPLICABLE TO MEN IN THE BRIDGE AND BUILDING DEPARTMENT, EFFECTIVE
AUGUST 16, 1915.¹**

ARTICLE I.

Ten (10) hours will constitute a day's work except on Saturday, when eight (8) hours will constitute a day's work. Men employed in Bridge and Building shops will work nine (9) hours per day.

It is understood all men employed in the Bridge and Building Department on Boston Terminal are considered as employed in shops.

All overtime including Sundays and holidays will be paid for at the rate of time and one-half, except that in cases where the men ask to work on Sundays or holidays, straight time will be allowed.

Employees called out after having been relieved from duty will receive at least three (3) hours' time; if five (5) hours are worked at least one (1) day's time will be allowed.

ARTICLE II.

Promotion will be governed by merit and ability. All things being equal preference will be given men longest in the service.

A record of employees will be kept by the Railroad.

When a vacancy exists of a permanent position or when a position is created which it is known will exist for sixty (60) days, it shall be advertised by circular letter for a period of five (5) days.

Employees holding regular jobs, who bid off or are assigned to temporary positions will, if the job is discontinued within a year, be allowed to return to their old position. In

¹ Similar rules applicable to foremen in the bridge and building department became effective June 17, 1916. This agreement provided for an increase of five per cent over rates of pay previously in force.

Maintenance of Way Employees, Railroad.

advertising the vacancy it will be stated that it is subject to the return of the employee formerly holding it.

No position will be considered permanent until it has existed one (1) year.

When there is a reduction of force the men with least merit and ability shall be the first laid off. All things being equal the men longest in the service will be retained and will be given the preference when forces are again increased.

The above rules in regard to promotions and employment shall not be interpreted in such a manner as to require the transfer of employees from one division to another, but in filling vacancies and in making reductions and increases in the force, each division shall be considered and treated by itself.

ARTICLE III.

Employees will not be suspended or discharged without just and sufficient cause. In case of discipline the right of appeal will be granted if presented within ten (10) days. If the investigation finds the accused blameless, his record shall remain as previous thereto and he shall receive pay for all time lost.

The chairman of the employees' committee or a fellow employee in the Bridge and Building Department will be allowed to assist the employees in prosecuting their case before the officials of the Railroad.

ARTICLE IV.

Leave of absence when practicable and free transportation over Boston and Maine Railroad will be granted upon request to employees serving on committees for the adjustment of grievances between the Railroad and its employees.

No employee shall be discriminated against for serving on local or general grievance committees.

ARTICLE V.

Employees when taken from their regular station points or boarding outfits for less than seven (7) days shall be allowed board and lodging expense not exceeding one dollar (\$1.00) per day.

Employees when taken away from headquarters or boarding cars for emergency work will be furnished with lodgings and meals.

ARTICLE VI.

Permanent men who work in crews away from their headquarters or homes, may, when conditions of work will permit, go to their headquarters or homes each week and be allowed, without loss of pay, necessary time to travel during regular working hours not exceeding two (2) hours, either on Saturday or Monday as their foreman may elect.

ARTICLE VII.

Men who have been in the employ for a period of one (1) year, may be given a leave of absence not exceeding six (6) months upon request. In all cases, due notice shall be given in order that their places may be filled. It is to be understood that employees who are granted a leave of absence will not lose their seniority rights.

Employees on leave of absence will be given a letter stating that leave of absence has been granted and for how long.

Maintenance of Way Employees, Railroad.

ARTICLE VIII.

This agreement and the rate of pay now in effect will remain in force until thirty (30) days after notice is given in writing by either party to the other requesting a change.

For the Employees of the Bridge and Building Department:

For the Railroad:

.....
Chairman.	Engineer Maintenance of Way.
.....	Approved by:
Secretary.
.....	General Chairman.
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RULES APPLICABLE TO TRACK FOREMEN, EFFECTIVE APRIL 8, 1916.

SECTION 1. Ten (10) hours each day except Saturday, eight (8) hours, shall constitute a day's work. All overtime and Sunday work will be paid for at the rate of time and one-half. Employees called out after being relieved from duty will receive at least three hours' time; if five (5) hours are worked at least one day's time will be allowed.

SECTION 2. Promotion will be governed by merit and ability.

A record of employees will be kept by the Railroad.

When vacancy exists of a permanent position or of a position which it is known will exist for sixty (60) days it shall be advertised by circular letter for a period of ten (10) days.

When foremen hold regular jobs, bid off, or are assigned to spare or work train crews, they will, if the job is discontinued within a year, be allowed to take their old position. In advertising such vacancy, it will state that it is subject to the return of the man formerly holding it.

Vacancies for second hands will be treated the same as vacancies for foremen.

When there is a reduction of force the men with least merit and ability shall be the first laid off.

Employees leaving the service of the Railroad when their services are required, will rank as temporary men when re-employed.

SECTION 3. Employees shall not be disciplined for minor offences without a fair and impartial hearing, and if an employee considers that any injustice has been done him, he shall have the right of appeal within ten days to the next higher in authority, and if any employee considers that he has been dismissed unjustly, he shall have the right to appeal his case, and if the investigation proves the accused blameless, he shall at once be reinstated without loss of pay, and his record shall remain as before.

In case of appeal employees may be accompanied by another Maintenance of Way employee of the same or superior class.

SECTION 4. Leave of absence and free transportation will be granted to members of duly appointed committees, employees of the railroad, for the adjustment of matters between Railroad and employees so far as consistent with good service, within ten days after request has been made in writing upon the proper officer. The Chairman of the

Maintenance of Way Employees, Railroad.

employees will be allowed to assist the employees in prosecuting their cases before the proper officials of the Railroad. No employee shall be discriminated against for serving on boards of adjustment or committees.

SECTION 5. Foremen taken away from their gangs for any reason for one day or more, will be relieved of the duty of foremen; during their absence the relieving foreman shall be paid for the regular foreman's rate.

Employees when taken away from headquarters or boarding cars for emergency work will be furnished with lodgings and meals.

Foremen who work with crews away from their headquarters or homes may, when conditions of work will permit, go to their headquarters or homes each week and be allowed, without loss of pay, necessary time to travel during regular working hours not exceeding two hours, either on Saturday or Monday as their foreman may elect.

SECTION 6. Foremen and such men as they require will go over their sections on Fourth of July, Labor Day, Thanksgiving Day and Christmas, and finding it in proper and safe condition, may take the rest of the day off with pay, but must leave some responsible man within call for the balance of the day.

SECTION 7. Except in case of sickness, leave of absence will not be extended beyond six months. Employees remaining out of the service of the Railroad longer than six months and returning to the service will rank as temporary men.

Applications for leave of absence will be made in writing.

SECTION 8. Time or card pass will be furnished section foremen on one division as they may elect.

At outlying points where household supplies cannot be purchased, a member of the household of the permanent employees will be furnished a trip pass once a week, to the necessary point where reasonable prices prevail.

Above subject to regulations as may be issued by the Railroad, affecting employees in general.

SECTION 9. Existing scale of wages will be continued.

These rules and rates will remain in force until thirty (30) days after notice is given in writing by either party to the other requesting a change.

Approved for the Boston and Maine Railroad.

(Signed).....

Engineer Maintenance of Way.

Approved for Permanent Track Foremen.

(Signed).....

RULES APPLICABLE TO TRACK MEN, EFFECTIVE APRIL 8, 1916.

SECTION 1. Ten (10) hours each day except Saturday, eight (8) hours, shall constitute a day's work. All overtime and Sunday work will be paid for at the rate of time and one-half. Employees called out after being relieved from duty will receive at least three hours' time; if five (5) hours are worked at least one day's time will be allowed.

SECTION 2. Promotion of men will be governed by merit and ability.

A record of employees will be kept by the Railroad.

When there is a reduction of force the men with least merit shall be the first laid off.

Employees, leaving the service of the Railroad when their services are required, will rank as temporary men when re-employed.

SECTION 3. Employees shall not be disciplined for minor offences without a fair and impartial hearing, and if an employee considers that any injustice has been done him, he shall have the right of appeal within ten days to the next higher in authority, and if any

Maintenance of Way Employees, Railroad.

employee considers that he has been dismissed unjustly, he shall have the right to appeal his case, and if the investigation proves the accused blameless, he shall at once be reinstated without loss of pay, and his record shall remain as before.

In case of appeal employees may be accompanied by another Maintenance of Way employee of the same or superior class.

SECTION 4. Leave of absence and free transportation will be granted to members of duly appointed committees, employees of the Railroad, for the adjustment of matter between Railroad and employees so far as consistent with good service, within ten days after request has been made in writing upon the proper officer. The chairman of the employees will be allowed to assist the employees in prosecuting their cases before the proper officials of the Railroad. No employee shall be discriminated against for serving on boards of adjustment or committee.

Except in case of sickness, leave of absence will not be extended beyond six months. Employees remaining out of the service of the Railroad longer than six months and returning to the service will rank as temporary men.

Applications for leave of absence will be made in writing.

SECTION 5. Employees when taken away from headquarters or boarding cars for emergency work will be furnished with lodgings and meals.

SECTION 6. At outlying points where household goods cannot be purchased a member of the household of the permanent employees will be furnished a trip pass once a week, to the necessary point where reasonable prices prevail.

Foregoing subject to regulations as may be issued by the Railroad affecting employees in general.

SECTION 7. Wages of permanent men now employed will remain unchanged.

These rules and rates will remain in force until thirty (30) days after notice is given in writing by either party to the other requesting a change.

Approved for the Boston and Maine Railroad.

(Signed).....

Engineer Maintenance of Way.

Approved for Permanent Trackmen.

(Signed).....

MECHANICAL DEPARTMENT EMPLOYEES, RAILROAD.¹

Rules Applicable to employees in the Mechanical Department of the New York, New Haven and Hartford Railroad. — Effective March 17, 1916.

SHOP RULES GOVERNING THE MECHANICS, THEIR HELPERS AND APPRENTICES.

RULE 1. Nine hours shall constitute a day's work, except on Saturdays, when eight hours shall be worked and nine hours' pay received.

RULE 2. Time and one-half shall be paid for all overtime. Time and one-half shall be paid for work performed on Sundays and holidays that are legal in the State where work is done.

RULE 3. If a mechanic, helper or apprentice is called back he shall be paid not less than five hours for time worked up to three hours and twenty minutes. If he works longer than that he shall receive regular time and one-half.

RULE 4. Mechanics, helpers or apprentices, sent out on the Road shall receive regular time and overtime according to regular hours at home station, and in addition, all necessary expenses.

¹ Includes the members of the New York, New Haven and Hartford System Federation composed of the International organizations representing the following occupations: Machinists, boilermakers, blacksmiths, railway carmen, sheet metal workers, electrical workers, including their helpers and apprentices.

Mechanical Department Employees, Railroad.

RULE 5. Mechanics' work shall be performed by mechanics and apprentices to their respective trades.

RULE 6. When any changes occur in the shop forces, the older men in the service will be given preference, if competent. Men taking the places of other workmen at a higher rate will be given the higher rate, provided they have equal ability. This applies to temporary as well as permanent vacancies. Where ability is in question, *the men will be given one week* to qualify at their old rate of pay. All vacancies, with the rates, shall be posted on the Bulletin Board within three days after they occur, to remain there for four days, and be awarded within seven days after they are removed from the Board.

RULE 7. There shall be no discrimination against men who may serve on Grievance Committees.

RULE 8. Any person who has served an apprenticeship of four years or has had four years varied experience at his respective trade may be classed as a mechanic and paid accordingly.

RULE 9. There shall not be more than one apprentice to each shop, and one additional apprentice to each five journeymen employed.

RULE 10. In case of a grievance arising the Committee may appeal through the Local Officials to the Vice President. Grievances arising must be taken up for consideration within fifteen days.

RULE 11. All mechanics, helpers and apprentices, who are required to be on duty seven days or seven nights a week will be allowed to be off duty two days a month without pay.

RULE 12. When it becomes necessary to make a permanent reduction in expenses, hours may be reduced until 32 hours per week is reached; any further reduction in expenses will be made by reducing the force. This will not apply to extra forces.

RULE 13. Twenty-four hours' advance notice will be given covering any reduction in force or hours.

RULES GOVERNING THE EMPLOYEES IN THE INSPECTION DEPARTMENT.

RULE 1. Twelve hours shall constitute a *maximum* work day for employees in the Inspection Department.

RULE 2. Car inspectors, hose couplers, oilers and gas tenders shall be paid at the rate of time and one-half for all time worked over their regular assigned work day, and for legal holidays in the State where the work is performed.

RULE 3. Men who are employed at Inspection points will be allowed one hour for dinner; if, however, they regularly bring their lunch with them and eat it in half an hour, so that at the end of that time they are ready for duty, they will be paid for that half hour.

RULE 4. Men assigned to wrecking crews shall be paid at the rate of time and one-half for all times worked over their regular assigned work day.

RULE 5. Men who are required to be on duty either seven days or seven nights a week will be allowed to be off two days a month without pay.

RULE 6. When any change occurs in the forces of the Department, the older men in the service will be given preference, if competent. Men taking the place of other workmen at a higher rate will be given the higher rate, provided they have equal ability. This applies to temporary vacancies as well as permanent vacancies. Where ability is in question the man will be given one week to qualify at his old rate of pay.

All vacancies with the rates shall be posted on the Bulletin Board within three days after they occur, to remain there for four days, and be awarded within seven days after they are removed from the Board.

Outside Inspectors, if competent, will be given an opportunity to bid on inside Inspectors' jobs in preference to filling the places by hiring new men.

Mechanical Department Employees, Railroad.

RULE 7. There shall be no discrimination against men who may serve on Grievance Committees.

RULE 8. All employees in the Inspection Department excepting Car Cleaners, Steam-heat men and Laborers, if called back shall be paid not less than five hours for time up to three hours and 20 minutes. If they work longer than that they shall get the regular time and one-half.

RULE 9. In case of a grievance arising, the Committee may appeal through the Local Officials up to the Vice President. Grievances arising must be taken up for consideration within fifteen days.

RULE 10. When an employee is sent out on the Road he will receive actual expenses while absent, in addition to his pay.

RULE 11. At such points where it is desired, a Bulletin Board shall be provided on which the men can post notices pertaining to their meetings.

RULE 12. When it becomes necessary to reduce expenses by laying off forces, the men laid off will be transferred to other points on the System, if required, with the privilege of returning to their home station to fill vacancies or when force is increased.

RULE 13. Twenty-four hours' advance notice will be given covering any reduction in force or hours.

RULE 14. These rules shall become effective *March 17th, 1916*, with the understanding that they can be taken up for modification on thirty days' notice.

.....
Mechanical Superintendent.

This to certify that the above Rules are a true and correct copy of those agreed upon between representatives of the employees and the Management.

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.....
United States Commissioners of Conciliation.

STEAMFITTERS.

Agreement between the Power, Heating, and Fire Protection Contractors of New England and Local Union No. 537 of the United Association of Plumbers and Steamfitters of the United States and Canada, of Boston, September 1, 1914 to September 1, 1917.

This agreement made on the first day of September, 1914, by and between The Power, Heating and Fire Protection Contractors of New England, hereinafter designated "Employer" and Local Union No. 537 of the United Association of Plumbers and Steamfitters of the United States and Canada, hereinafter designated "Local No. 537," is entered into for the purpose of establishing fair, uniform, and settled conditions between said parties for preventing strikes, lockouts, and facilitating the possible adjustment of grievances and disputes which may from time to time arise between the Employer and the Mechanics in the Steamfitting Trade.

ARTICLE 1. This agreement is binding upon both parties through their committees, appointed for that purpose, and is only binding upon such Master Fitters as may be members of the Association herein referred to.

ARTICLE 2. Local No. 537 shall furnish to such Master Steamfitters as many competent Union Steamfitters as will meet said Master Fitter's requirements in conducting their work.

ARTICLE 3. The employers agree to employ only members of Local No. 537 to do their work within the territory to which this agreement applies as long as Local No. 537 is able to supply them with reliable, competent and otherwise satisfactory steamfitters.

ARTICLE 4. Both parties agree not to tolerate or recognize any right of any other

Steamfitters.

organization or Union, Council or body of men not directly parties hereto, to interfere in the carrying out of this agreement within the territory to which it applies, except as permitted in Article 5, and will use all lawful means to compel their members to comply with said agreement.

ARTICLE 5. There shall be no strikes, lockouts or stoppage of work as long as these agreements are in force, except sympathetic strikes ordered by the Building Trades Council, in which case the Employer shall be notified prior to said strike and consulted previous to action by the Building Trades Council. No person shall have the right to interfere with the workmen during working hours.

ARTICLE 6. Local No. 537 hereby agrees that it will not furnish or allow its members to work for any other than a Master Steamfitter recognized as such in the trade, and conducting a regular shop for this express purpose, or to any Employer outside of this Association unless such Employer shall comply with all the articles of this agreement.

ARTICLE 7. It is hereby agreed that each party to this agreement shall furnish the other with a complete list of its members which shall be corrected up to date upon request.

ARTICLE 8. Each Employer shall be allowed one apprentice to every five journeymen in his employ, but in no case more than four, beginning not over twenty years of age, who may serve one year in the shop for such wages as may be mutually agreed upon between him and the employer, and for the next four years may be employed on the work as a helper, but only under the supervision of a steamfitter, during which four years he shall receive a helper's wages.

ARTICLE 9. The Employer is hereby given permission to examine the working cards of all his journeymen or of applicants for a position.

ARTICLE 10. No member of Local No. 537 shall be allowed to contract for his labor, or to assume a steamfitting contract directly or indirectly.

ARTICLE 11. A joint board of arbitration is to be appointed composed of four members from each party to the contract, who shall serve for a term of one year, except at the formation of said Board two members from each party shall be appointed for six months only. All members thereafter shall serve a full year from time of appointment. Two alternates shall be appointed by each party to serve in the absence of regular members when duly notified.

ARTICLE 12. Any Employer serving on the Board must have been a recognized Master Steamfitter for at least six months, and any fitter representing Local No. 537 on the Board must have been at least six months steadily employed by one of the employers as classified by this agreement.

ARTICLE 13. The business agent of Local No. 537 cannot serve on this Board.

ARTICLE 14. The Board of Arbitration shall have the following duties:

To decide on any violation of the agreement, rules or duties of a steamfitter, when called upon.

To construe the meaning of the wording of this agreement.

To adjust any other matter which has been mutually agreed to be left to the Board.

To decide who shall be eligible as an employer under the terms of this agreement.

To make any adjustments necessary in the carrying out of this agreement.

To adjust any dispute in connection with apprentices.

To decide on any disagreement of the joint examining committee.

To amend from time to time the duties of a steamfitter, as the interests of both parties may appear.

To adjust differences between an employer and employee.

ARTICLE 15. All disputes and grievances are to be submitted in writing to the President or Secretary of the Joint Board, and a receipt in writing obtained for same.

Steamfitters.

ARTICLE 16. No decision of the Joint Board shall be rendered unless every member has registered a vote or paired. The vote of each member shall be properly recorded.

ARTICLE 17. New members to the Joint Board are to be appointed immediately in case any member of the Board should from any cause cease to be a member.

ARTICLE 18. All decisions of the Joint Board are to be final and binding upon both parties to this agreement.

ARTICLE 19. The Joint Board is to hear all grievances or disputes within twenty-four hours of the receipt of the same. If they are not able to report at the end of the next forty-eight hours following, it shall be referred to an umpire selected by the Joint Board, who shall decide within twenty-four hours after hearing the case.

ARTICLE 20. It is hereby agreed by both parties to this agreement that the Joint Board of Arbitration is given the power of fining or suspending any member of either party to this agreement who may be declared guilty of breaking any of the conditions existing in these articles. In no case is the fine to exceed \$25.00, which money is to be paid to the Treasurer of the party of which the guilty one is a member, before he can again enjoy the benefits of this agreement. In case the guilty one is suspended it shall apply only to such rights and benefits as the respective association or union may provide.

ARTICLE 21. The Joint Board of Arbitration is hereby given the right of summoning any member of either party to this agreement, whom they may desire to appear as a witness to aid them in their duties. Any such members refusing to comply with such summons shall be liable to fine or suspension as provided in Article 20.

ARTICLE 22. The Joint Board of Arbitration shall render each month to the treasurers of both parties to this agreement a statement of all expenses incurred by said Board in the performance of its duties, which statement shall be in the form of a voucher, bearing the signatures of at least four members of the Board, two from each party to this agreement. Each party to this agreement shall pay one-half the costs appearing upon said vouchers as may be mutually arranged by the respective treasurers, who shall, whenever possible, receive a true bill of sale. The Joint Board of Arbitration shall reimburse any witness for such expenses as they may deem proper in the discharge of their duties.

ARTICLE 23. A joint examining committee is to be appointed consisting of three members representing each party to this agreement who shall decide upon the eligibility and qualifications of applicants for a journeyman steamfitter. No member of the Board of Arbitration is to be a member of this committee.

ARTICLE 24. Any helper or apprentice who has served his term in accordance with Article 8, who has worked at least five years at the business, may appear before this joint examining board, but in case he is rejected he cannot appear again for six months thereafter. No apprentice can appear before the Joint Board until he has served the five years herein provided.

ARTICLE 25. No changes to take place in this agreement during the three years from its date except upon the request of both parties to this agreement in writing to the Joint Board of Arbitration, who shall decide whether such change comes under the jurisdiction of Section 14 or not.

ARTICLE 26. In any event, no change can be made in this agreement until six months after said notice is given to the Joint Board of Arbitration.

ARTICLE 27. This agreement shall continue from year to year after the three years' term unless a notice of change is given by either side six months prior to the time of the expiration of the year.

ARTICLE 28. The territory embodied in this agreement is limited to such as is covered only by Local No. 537.

ARTICLE 29. Both parties to this agreement shall observe the rules and duties of a steamfitter herein defined within the territory to which they apply.

Steamfitters.

ARTICLE 30. The following rules shall govern all employers and steamfitters who are members of either the Association herein referred to or Local No. 537.

Rule No. 1. (Hours of Labor.) The working day shall consist of eight hours, between 8 A.M. and 5 P.M., with one hour for lunch; except on Saturday when the time shall consist of four hours, between 8 A.M. and 12 M.

The working day above named shall be known as the "regular time" and shall be time actually employed at work. No work shall be done between 12 M. and 1 P.M. except by direction of the employer.

No man shall be required to report at the shop or office before 7.45 A.M. Any man, after reporting to the shop and not being put to work, may not remain after 9 A.M. Any man requested to remain at the shop after 9 A.M. by his employer, shall be considered under pay.

Rule No. 2. (Overtime.) All work done outside of regular time shall be considered as "Overtime". All overtime shall be paid for at twice the regular rate.

Twice the regular rate to be paid for work done on all Sundays throughout the year.

Rule No. 3. (Holidays.) Twice the regular rate shall be paid for work done on the following holidays:

February 22d, April 19th, May 30th, July 4th, Labor Day, October 12th, Thanksgiving Day, and December 25th. (June 17th in Boston only.)

No work shall be done on Labor Day except in case of extreme emergency. Sunday and holiday time is to cover any time during the twenty-four hours of said calendar days.

Rule No. 4. (Wages.) The minimum rate of pay for journeymen fitters shall be at the rate of \$4.50 per day for the first year, \$5.00 for the second year, and \$5.00 for the third year, from the date of this agreement.

Wages shall be payable in United States legal tender money, weekly on the job at quitting time or at the office of the Employer.

Rule No. 5. There shall be no limitation of the amount of work a man shall perform during his working day.

There shall be no restriction as to the use of machinery or tools.

Employers are at liberty to discharge for justifiable cause whomsoever they see fit.

There shall be no limitation as to the manner in which work shall be done.

There shall be no restriction of the use of any manufactured material.

Rule No. 6. When men are employed out of the city they shall take the car or train leaving the city nearest to and prior to 8 A.M. On returning from out of the city they shall take the car arriving in Boston nearest to and after 5 P.M.

Any fitter working outside the city shall receive travelling expenses to and from the place at which the work is located for as many trips as he is directed by his employer to make. Every fitter working out of the city shall, at the option of the employer, board at the place where his work is located or go to and from his home daily. If the latter plan is adopted, he shall receive from his employer all extra travelling expenses actually incurred.

Any fitter boarding at the place where his work is located shall receive each week a sum equal to the amount spent for board.

If the fitter leaves his work before it is completed and without the consent of his employer, it shall be at his own time and expense.

Any fitter living within walking distance of shop shall only collect such car fare as may be required to take him to and from the job.

All time properly employed in travelling during regular working hours shall be paid for on single time. No time will be paid for when travelling at night, but sleeping berth will be furnished.

Rule No. 7. All pipe-cutting and threading and screwing on of fittings by the machine at the shop or by the hand at the job shall be optional with the employer. In case

Steamfitters.

the employer places a pipe machine on the job it must be operated by a fitter. All pipe 2 inches and under shall be cut by a United Association steamfitter except box coils, radiators, or nipples 12 inches and under in length. All miscellaneous pipe returned from a job may be threaded in the shop and returned to the job and used by fitters. This rule does not apply to sprinkler systems.

Rule No. 8. No fitter shall work more than one helper, or the number of helpers employed shall not exceed the number of fitters, unless the helpers are employed at carrying or distributing material or are at work on engine and boiler connection or other piping of more than four inches in diameter. In such cases additional helpers are to be used only for distributing or rigging in connection with work above described.

Rule No. 9. In case Local Union No. 537 cannot furnish the employer with a fitter when he requests one, a capable helper may be used on receiving a permit from Local Union No. 537; said helper to be used only until a fitter can be supplied; said helper shall receive while working as a fitter a fitter's rate of pay.

Rule No. 10. No steamfitter is to work for other than a recognized Master Fitter nor install any material unless furnished by the shop in which he is employed. (For classification of a Master Fitter see duties of joint committee under Article 14 of agreement.)

Rule No. 11. At the option of the employer, one fitter may be sent to do small jobbing work without a helper. Should a fitter be working at the time of receiving such an order, the helper may remain on the job, or should the helper be unemployed at the time of receiving such an order the employer may send a helper to assist fitter and helper on other work until fitter's return from such job work without being considered a violation of the rule.

Rule No. 12. Tools will be furnished the fitter as at present by the employer during the term of this agreement.

Each fitter is entitled to the necessary and proper tools to allow him to do his work in a competent manner.

Before taking charge of a job, the fitter shall have the opportunity of going over each Kit to be used on the job. After such examination, if declared satisfactory, the fitter shall be held responsible for such loss or injury to his respective Kit as may occur during working hours.

At the close of each day, fitters shall see that each tool is thoroughly cleaned and put in its proper place in the kit and that the chests and lockers are left in a place as safe from theft or injury as possible. All fitters will reimburse the employer for all tools lost or injured, unless satisfactory excuse can be given for same.

ARTICLE 31. The following are the recognized duties of a steamfitter, and both parties to this agreement hereby pledge themselves to confine the performance of said duties strictly to our craft.

1. All power plant piping.
2. All steam and hot water heating.
3. All heating regulation systems.
4. All vacuum heating systems.
5. All vacuum cleaning systems to be the work of either steamfitter or plumber.
6. All pneumatic tube systems.
7. All ice making, refrigerating and cooling work of every description.
8. All Hydraulic piping for elevators, for the operation of curtains, also that used for the operation of presses and machinery used in mills and factories.
9. All oil piping in connection with power or heating plants.
10. Gasolene plants in garage and in dye shops shall be the work of either steamfitter, plumber or gasfitter.
11. All air piping for power work and for riveting, drilling and hoisting on buildings, except air piping for clock work, dental chairs, barber shops and gas appliances which shall be gasfitter's work.

Steamfitters.

12. Air piping connected with sprinkler system compressors.
13. Erection and setting of boilers, setting of fronts and attaching of trimmings and pipe work for same.
14. Placing, erecting and testing of all fan coils and air washers.
15. Setting of all fixtures, pumps, tanks and heaters and the rigging thereof, and the laying out of foundations.
16. All setting of sleeves and thimbles and drilling for pipes and hangers, boxes for hangers in concrete and fireproof tile walls and floors coming under the jurisdiction of steamfitter's work.
17. All fitters and purifiers connected with heating systems, swimming pools, refrigerating, distilling and brewery purposes, and ventilating systems; plumbers to connect all other fitters and leave opening for steamfitter.
18. All steam connections for hot water tanks and whichever contractor furnished tank shall place it. Plumber shall make all other connections to tank.
19. All pipes from tanks for mechanical purposes regardless of size.
20. All air piping for window or door opening devices, sidewalk lifts and elevators of every description.
21. All fire stand pipes not connected with sprinkler systems shall be the work of either steamfitter or plumber.
22. All water piping or steamfitter's fixtures. Plumber to leave opening for same.
23. The assembling, erecting and dismantling of piping.
24. Suction and discharge of central distributing and boosting stations.
25. Assembling and erecting of tanks used for mechanical purposes to be assembled with bolts and packed joints.
26. All cross connections of pumps and engines that are not assembled when delivered on job.
27. The building and repairing of all water grates for power or heating.
28. The assembling, erecting and connecting of all steam super heaters.
29. Iron pipe railings, tracks, etc., shall be the work of either steamfitter or plumber.
30. All piping for removing ashes, etc., for carrying coil or other purposes by vacuum or compressed air.
31. All piping for smoke burners and washers.
32. Steamfitters shall run blow-off pipes between boiler and blow-off tank and vapor pipes, also run all overflow pipes from blow-off tank to sewer outlet left by plumber.
33. All steam piping, supply and drip piping and screwed or flanged vapor piping in connection with kitchen or laundry apparatus or sterilizing.

ARTICLE 32. This agreement becomes operative immediately upon the signing of the same by all the members of both committees representing both parties to this agreement at a given time as instructed by their respective organizations.

Signed,

.....

Committee for the Employers.

.....

Committee for Local No. 537.

STEREOTYPERS.

Agreement between Boston Daily Newspaper Publishers and Local Union No. 2, International Stereotypers' and Electrotypers' Union. — In Effect Week of December 25, 1916.

SECTION 1.

Only members of Boston Stereotypers' Union No. 2 shall be employed in stereotyping departments of the Boston daily newspapers signing this scale, but this restriction is subject to the following conditions: —

The Union shall furnish promptly competent stereotypers for its regular force or extra work, but the Union shall not be obliged to furnish within 24 hours' notice, extra men additional to the regular force, in excess of 50 per cent of the number of men employed regularly in the office, and on the shift for which the call is made. The Union shall designate representatives, easily accessible at all times, upon whom calls for men, for extra work, shall be made, and their action shall stand as the action of the Union.

SECTION 2.

For work performed during hours of labor, as specified by Section 3, not less than \$4.50 per day or night shall be paid to journeymen stereotypers and not less than \$5.50 per day or night shall be paid to assistant foremen, when such position is created by the office; provided, that the term "assistant foreman" shall not be construed to mean men having in their charge a particular branch of work.

SECTION 3.

The hours of labor on morning papers shall consist of six consecutive hours between 11 P.M. and 6 A.M.; on evening papers seven consecutive hours between 9 A.M. and 5 P.M. Any work connected with the Stereotype Department shall be performed within the six or seven consecutive hours specified without extra payment.

SECTION 4.

All work performed before or after the hours of labor shall be classed as overtime, and shall be paid for at 85 cents per hour for journeymen except that overtime on Saturday for Sunday papers shall be at the rate of 76 cents per hour.

Overtime for journeymen shall be figured by the quarter hour, *i.e.*, from one minute to 15 minutes shall count as 15 minutes; from 16 minutes to 30 minutes shall be counted as 30 minutes; from 31 minutes to 45 minutes shall be counted as 45 minutes and from 46 minutes to 60 minutes shall be counted as an hour.

SECTION 5.

When "Good-day" or "Good-night" has been called, and a man is called back after leaving the office, he shall receive \$1.00 compensation for such call besides regular overtime.

SECTION 6.

(a) Double time for day work to be used in editions the same afternoon, shall be paid on Sundays, on July Fourth, Labor Day, Thanksgiving Day and Christmas.

(b) Double time shall be paid where a man is ordered on on Sundays, July Fourth, Labor Day, Thanksgiving Day and Christmas whether an edition is issued or not. This section shall cover and be construed to mean that a man would be paid double time for his work on any one of the above days.

Clauses "a" and "b" shall not apply to work done on a Saturday for a Sunday paper.

Stereotypers.**SECTION 7.**

A regular who desires to "lay off" shall not be compelled to work when he can secure a suitable and acceptable substitute for the office.

SECTION 8.

No stereotyper who has been discharged from an office shall be eligible to sub in that office except at the option of the office.

SECTION 9.

None but journeymen members of this Union shall be employed to operate the Autoplate, Junior Autoplate and its Shaver, and such other Machines as may be introduced in the stereotype department, and shall handle and deliver all plates made and cast by such machines.

SECTION 10.

Not less than four (4) members of this Union shall devote their entire time to the care and operation of Autoplate Machines and the delivery of plates, while the machine is in actual operation producing plates, provided that if routers are used, two additional members shall be employed on the machine when said machine is in operation.

SECTION 11.

When said Junior Autoplate and its Shaver are in use and being operated, not less than three (3) members of the Union shall be employed to operate same. When this machine is in operation the three men shall devote their whole time to such operation only.

SECTION 12.

It shall be the duty of the members employed upon and operating the machines to keep such machines clean and in working order, to make all necessary repairs, adjust parts, etc., under the direction of the foreman, and to do all work not strictly requiring the service of a machinist.

SECTION 13.

All members employed in an office where there are stereotyping machines of any kind shall be given an opportunity to learn to care for and operate said machines. With this object and ultimate end in view, foremen and the membership in general are expected to co-operate. It is particularly enjoined and requested that no member shall be discriminated against.

SECTION 14.

The foreman shall be the judge of a man's general fitness to work in the shop and no foreman shall be obliged to employ any man whom he may consider incompetent.

SECTION 15.**LOCAL JOINT BOARD.**

When the discharge of a member is contested by the Union, and the matter cannot be settled by a conference between representatives of the Union and the office, the contention shall be referred to a Local Joint Board composed of three representatives of the em-

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ployers and three representatives of the Union. After considering all of the evidence in connection with the reason assigned for discharge, effort at agreement shall be made, and if a decision is reached it shall be final, and shall be so accepted by both parties to the controversy. If agreement cannot be reached the Local Joint Board shall select a seventh member, and the decision of the Board as thus made up shall be final. Should the Local Joint Board fail to agree on an odd man he shall be selected by the Supreme Justice of the Supreme Court of Massachusetts.

SECTION 16.

Each office shall be entitled to an apprentice. Apprentices shall serve five (5) years before becoming journeymen, and shall be subject to the same rules as to hours of labor which govern journeymen. When an apprentice completes his time he may be employed by the office, providing there is a vacancy. No journeyman who is regularly employed shall be dismissed to make room for an apprentice or to create a situation for an apprentice who has just completed his time.

SECTION 17.

Apprentices shall be paid at the rate of \$2.16 $\frac{2}{3}$ per day or night during the first year; \$2.41 $\frac{2}{3}$ per day or night during the second year; \$2.66 $\frac{2}{3}$ per day or night during the third year; \$3.16 $\frac{2}{3}$ per day or night during the fourth year, and \$3.66 $\frac{2}{3}$ per day or night during the fifth year.

All overtime for apprentices shall be at the rate of fifty-two (52) cents per hour.

SECTION 18.

This agreement shall be continuous running from year to year, and can only be changed by the Boston Daily Newspapers or the Boston Stereotypers' Union giving written notice of any proposed change sixty (60) days prior to the expiration of the first year, or sixty (60) days' written notice to any time after one year from date.

SECTION 19.

ARBITRATION.

All differences under this contract, or the interpretation of any clause or clauses of it, and differences relative to a new agreement shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Stereotypers' and Electrotypes' Union.

The parties to this agreement reserve the right to local arbitration.

SECTION 20.

No office shall be called upon to recognize any Union rule or regulation which is not specified in this scale.

The above Scale, agreed to by the Boston Publishers, representing the Boston Globe, The Boston Herald, Inc., The Journal Newspaper Company, The Post Publishing Company, The Advertiser Newspaper Company, and the New England Newspaper Publishing Company, representing the Boston American, is hereby signed in duplicate by the au-

Stereotypers.

thorized officers of the various newspaper corporations and by the officers of the Stereotypers' Union No. 2, duly authorized to represent that Organization.

Publishers.

(Signed)

(Signed)

Boston Globe,

By.....*Treasurer.*

Boston Herald,

By.....*Treasurer.*

Advertiser Newspaper,

By.....

Journal Newspaper Co.

By.....*President.*

Post Publishing Co.

By.....*President.*

N. E. Newspaper Pub. Co.

By.....*Treasurer.*

Representing Stereotypers' Union No. 2.

Approved by.....

President, International Stereotypers' and
Electrotypers' Union.

STONE CUTTERS.

Agreement between Journeymen Stone Cutters of Springfield and Vicinity, Branch of Journeymen Stone Cutters Association of North America, and Employers. — In effect July 1, 1914.

This agreement is entered to govern the Stone Cutters of Springfield and vicinity, Branch of Journeymen Stone Cutters' Association of North America to take effect on July 1, 1914. To be continued until otherwise changed.

1. The minimum wages of this Branch shall be 56½c per hour in all yards, shops or buildings on work cut in our vicinity by our recognized employers of our Branch, 65c per hour for cutters working on all work for anyone not one of our recognized employers on work coming in, cut from outside of our vicinity.

2. The hours of labor shall be 8 hours, Monday, Tuesday, Wednesday, Thursday and Friday between the hours of 7 A.M. to 5 P.M. Saturday between the hours of 7 A.M. to 12 Noon.

3. All work done over the specified time shall be paid at the rate of double time. Holidays to be observed, July 4th, Labor Day, Christmas. No work to be done on these days unless absolutely necessary.

4. Jobbers and fitters to be allowed to work on Saturday afternoon on buildings where Saturday afternoon is not observed by the bricklayers and masons. This is not to be construed as to give jobbers and fitters the privilege to work on Saturday afternoon, but to prevent others from taking advantage to do our work.

5. When a man is sent from a yard or shop to do fitting or jobbing of any kind he shall receive his car fare to and from work each day. If sent where it is not convenient for him to return at night he shall receive his board and room. He must travel the first day on employer's time, or any other time he may have to call at the yard or shop for tools or any other business concerned in his work. The employer to pay all board and expenses when out of town working up to 31 days or less.

6. Apprentices and members to be controlled by the General Union Constitution, all trouble must be settled by arbitration as per agreement with the National Cut Stone Contractors' Association and the Journeymen Stone Cutters' Association of North America.

7. All members must pay all dues, levies and other assessments placed on them by a

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majority vote at any regular meeting. If a member refuses to pay, the shop steward will immediately notify employer who shall see that he pays up to avoid further trouble.

8. In no case shall a member be discharged for taking action in his union's welfare.

9. Members shall receive their wages once a week before stopping time pay day. Pay day to be agreed upon by the employer and men employed if a pay day has not already been established, Saturdays preferred; all jobbers and fitters to receive pay on job or will appear at yard or shop for same before stopping time (pay day).

10. None but members of the Journeymen Stone Cutters' Association of North America or those eligible to membership to be employed as per agreement with National Cut Stone Contractors' Association. Anyone using Stone Cutters' tools to come under our rules. Stone cutting shall consist of all stone, artificial stone and cement blocks where any cutting is to be done according to our General Constitution.

11. This Branch will not allow any member to work on buildings without permission of Branch. This is to avoid possible accidents.

This agreement is entered into for the purpose of harmony and peace between employer and employee and shall not be changed in any way unless agreed upon by the parties concerned by giving three months' notice. Arbitration will be used at all times to settle disputes.

STREET AND ELECTRIC RAILWAY EMPLOYEES.

Agreement between Boston Elevated Railway Company and Division No. 589 of the Amalgamated Association of Street and Electric Railway Employees of America, May 1, 1916 to April 30, 1919.

PREAMBLE.

Articles of Agreement made and entered into this first day of May, 1916, by and between the Boston Elevated Railway Company (hereinafter called the "Company"), party of the first part, and the Amalgamated Association of Street and Electric Railway Employees of America, and Division 589 thereof (hereinafter called the "Association," which term shall include both the Amalgamated Association of Street and Electric Railway Employees of America, and said Division 589) and which term shall include the following employees of the Company:—All blue uniform men such as motormen, conductors, guards, brakemen and trolley men, all men operating cars and trains of the Company, all gatemen, watchmen and warders, all employees of the carhouses and pit department, all employees of the track department, all collectors, and employees in the receiving department, janitors, watchmen, yard crews, elevator men, porters, clerks, vacuum cleaners and laborers, who are members of the Amalgamated Association of Street and Electric Railway Employees of America and said Division 589, party of the second part:

WITNESSETH:

That the purpose and intent of this agreement is to provide a working understanding between members of the Association in the employ of the Company, and the Company, each through its duly accredited officers; to provide as satisfactory service to the public as possible; to provide as good working conditions for said members as possible, and to properly protect the interests of the Company; and to provide

That in the operation of the railway of the Company and respecting the relations to exist during the term of this contract between the Company and those of its employees who during the life of this agreement are members of said Association both parties hereunto mutually agree:

Street and Electric Railway Employees.**PART ONE — GENERAL.****SECTION 1.****ARBITRATION.**

The Company agrees to meet and treat with the duly accredited Officers and Committees of the Association upon all questions arising between them, and should any difference arise between them which cannot be mutually adjusted, the same shall be submitted, at the request of either party, to a Board of Arbitration to be selected in the following manner: —

One arbitrator shall be chosen by the Company, one by the Association, the two arbitrators so chosen shall meet daily to select a third, and the three arbitrators so chosen shall then endeavor to meet daily for the purpose of adjusting said difference, and the decision of the majority of said Board, submitted in writing to the Company and the Association, shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case. Each party shall bear the expense of its own arbitrator and the expense of the third arbitrator shall be borne equally by the parties hereto.

SECTION 2.**MEMBERSHIP IN THE ASSOCIATION.**

The Company will do nothing to prevent or discourage any employee from becoming or continuing to be a member of the Association, and will in no way discriminate against a member thereof because of such membership. The Association will not discriminate against any person in the employ of the Company because of his refusal to join the Association or to continue a member thereof, but if any member of the Association is expelled or suspended from his membership therein for violation of any of the provisions of this agreement, the Company, being satisfied that such expulsion or suspension was for such reason and was justifiable, shall dismiss such employee from its service. If any member of the Association employed by the Company neglects or refuses to pay to the Association any dues or assessments which have duly become a liability from him to the Association during his membership thereof, and while such employee, and before notice in writing by him to the Secretary of Division No. 589 of the Association of which he is a member, of his desire and intention to discontinue his membership therein, and shall continue such refusal to pay such sum or sums as are so justly due from him to the Association, after a determination by the Company of the justice of the claims of the Association for such sums from such employee, the Company will discharge such employee from its service or suspend him until all such sums have been paid.

SECTION 3.**GRIEVANCES — ADJUSTMENT OF.**

Any member of the Association in the employ of the Company who is suspended or discharged by the Company or feels aggrieved during the term of this agreement shall have the right to have her or his case taken up by the officers of the Association. In all cases where said member of the Association desires to take up her or his case they shall call this to the attention of their immediate superior within seventy-two (72) hours from the time of the receipt of notification by her or him of suspension or discharge, or from the time when matter on which she or he feels aggrieved has occurred. If the officers of

Street and Electric Railway Employees.

the Association desire to take up the case they shall then proceed as provided in the Order of Procedure mutually agreed upon.

Nothing in this section or in the "Order of Procedure" referred to shall prevent any officer of the Association from taking up with an official of the Company any grievances of any member.

When the Association takes up a case with the Company an earnest endeavor shall be made to reach an adjustment of the same with each successive officer before appealing to the next.

Both the officers of the Association and the officers of the Company shall take up all matters arising between them with promptness and dispatch.

In case of suspension or discharge of an employee, reasons for such suspension or discharge shall be given the employee on request, and upon his written request the officers of the Association shall be furnished with same within twenty-four (24) hours after such request has been made.

Any member of the Association in the employ of the Company who is suspended or discharged from the service and after investigation is not found guilty of sufficient cause to warrant such action shall be reinstated and paid for such lost time as may be decided upon.

SECTION 4.**LEAVE OF ABSENCE.**

The Company agrees that the officers of the Association shall be granted leave of absence on organization business when so requested, provided reasonable notice shall be given of request for such leave of absence. It further agrees that any member of the Association who now holds office, or shall be elected to office in the Association, or is required to do any work for the Association which necessitates his absence from the Company's employ, shall, upon his return, be placed in the position, rating and rate of pay in the employ of the Company which he would be entitled to notwithstanding his absence as above described.

Any employee of the Company taking other employment during leave of absence shall be considered to have terminated his service with the Company.

SECTION 5.**EMPLOYEES TRANSFERRED OR REMOVED.**

In no case shall an employee be transferred or removed from any position against her or his wishes to make place for another. Employees may only be removed from their present positions for unsatisfactory service, lack of work, or failure to qualify, except as hereinafter provided for. In all cases of consolidations or reorganizations, employees affected are to follow their work, to the extent that work may exist under such changed conditions, and shall take their places under the new conditions according to the respective rating of all concerned.

SECTION 6.**UNIFORM REGULATIONS.**

Uniforms and caps may be purchased in the open market, provided they conform to the Company's specifications and pass its inspection.

Street and Electric Railway Employees.**SECTION 7.****RATING LIST.**

The Company shall post in each rating station and department a list giving the seniority rating of each employee in that rating station and department and the rate of wages received. This list shall be corrected each time an employee is hired or leaves the service, and is to show the order in which men laid off are to be given an opportunity to return to work.

SECTION 8.**(A) DEVELOPMENT OF NEW FORM OF TRANSPORTATION.**

Any new form of transportation, or any work of blue uniformed men, which may be in the future developed and put in operation by the Company, and which is not already covered by this Agreement regarding wages, conditions, questions of seniority, etc., shall be settled by conference between the duly authorized officers of the Association and the Company.

(B) CONTINUATION OF PRESENT CONDITIONS.

With respect to number of trips on Sundays and holidays, late special cars, snow work, and free transportation of employees, conditions shall remain as provided for in the finding of the Board of Arbitration of January 15, 1914.

PARTS TWO-FOUR (Sections 9-37, inclusive) include rules governing the employees on Surface Lines, Rapid Transit Lines, and Miscellaneous Departments. A list of these rules, the text having been omitted, except in a few cases of special significance, follows.

PART TWO — SURFACE LINES.

(Sections 9-20.)

SECTION 9.

Interview of employees.

(D) Men transferred at their own request.

(E) Loaning of men.

(F) Extension of rapid transit lines.

SECTION 10.

Seats.

SECTION 11.

(A) Selection of runs.

(B) Permanent vacancies.

(C) Emergency runs.

(D) Temporary vacancies.

(E) Rating on return from temporary absence.

(F) Absence at time of selection.

(G) Selection of night cars.

SECTION 12.

Transfer of employees.

(A) Transfer with line of cars.

(B) Transfer from one division to another.

(C) Transfer from one rating station to another.

SECTION 13.

Posting of work list.

SECTION 14.

Snow work.

(A) Selection of snow work.

(B) Emergencies.

(C) Meals.

(D) Men taken from original assignment.

(E) Men called when off duty.

SECTION 15.

(A) Probationary period.

(B) Men under instruction.

Street and Electric Railway Employees.**SECTION 16.**

- (A) Method of making out work list.
- (B) Assignment of work.
- (C) P. M. details.
- (D) Sand car work.
- (E) Flagging, watching, etc.
- (F) Convalescent men.
- (G) Service car motormen.
- (H) Pleasant weather extras and special cars.
- (I) Dead-heading.
- (J) One day off in fifteen.
- (K) Time for reporting and turning in.
- (L) Instructors.

SECTION 17.

Accident reports.

SECTION 18.¹

- (A) Hours of labor for conductors and motormen.
- (B) Schedule runs.
- (C) Outside time — schedule runs.
- (D) Extra runs.
- (E) Outside time — extra runs.
- (F) Overtime.
- (G) Minimum pay.
- (H) Rate for night work.
- (I) Time schedules effective.

SECTION 19.

Late special cars.

SECTION 20.

Rate for snow work.

PART THREE — RAPID TRANSIT LINES.

(Sections 21–35.)

SECTION 21.

Interview of employees.

SECTION 22.

Seats.

SECTION 23.

- (A) Selection of runs.
- (B) Permanent vacancies.
- (C) Emergency runs.
- (D) Pleasant weather extras.
- (E) Temporary vacancies.
- (F) Rating on return from temporary absence.
- (G) Absence of time of selection.

SECTION 24.

Transfer of men.

- (A) From one rating district to another.
- (B) Transfer due to promotion.
- (C) Loaning of men.
- (D) Extension of rapid transit lines.

SECTION 25.

Posting of work list.

SECTION 26.

Snow work.

- (A) Men called when off duty.
- (B) Emergencies.

SECTION 27.

- (A) Method of making out work list.
- (B) P. M. details.
- (C) Change in method of giving out work to extra men.
- (D) Dead-heading.

SECTION 28.

- (A) Promotion from one class to another.

SECTION 29.

- (A) Pay for work in higher class.
- (B) Putting up or pulling out trains.
- (C) Instructors.
- (D) Accident reports.

SECTION 30.

Work trains.

¹ In view of the import of this section the text in full has been printed at the end of Part IV (see p. 194).

Street and Electric Railway Employees.**SECTION 31.**

Yard work.

- (A) Rating and selection of work.
- (B) Permanent vacancies (yard service).
- (C) Extra yard men.
- (D) Promotion (yard service).
- (E) Refusal to take regular position.
- (F) Assignment of extra yard work.
- (G) Return of yard men to passenger service.

SECTION 32.

Probationary period.

SECTION 33.

One day off in fifteen.

SECTION 34.¹

- (A) Hours of labor for motormen, guards, and brakemen.
- (B) Schedule runs.
- (C) Outside time — schedule runs.
- (D) Extra runs.
- (E) Outside time — extra runs.
- (F) Overtime.
- (G) Minimum pay.
- (H) Rate for night work.
- (I) Time schedules effective.

SECTION 35.

Rate for snow work.

PART FOUR — MISCELLANEOUS DEPARTMENTS.

(Sections 36, 37.)

SECTION 36.

- (A) Seniority.²
- (B) Reduction and increase in forces.
- (C) Probationary period.
- (D) Temporary increase in forces.
- (E) Promotion.
- (F) Transfer of employees.

- (G) Advertising vacancies.
- (H) Temporary sub-foremen.
- (I) Temporary changes.

SECTION 37.

- (A) Overtime.
- (B) Irregular night work.

SECTION 18.**(A) HOURS OF LABOR FOR CONDUCTORS AND MOTORMEN.**

The hours of labor hereinafter specified shall remain in force from sixty (60) days after the signing of this agreement to May 1st, 1919.

The members of the Association desire that runs shall be laid out according to hours of labor hereinafter specified and the Association agrees that its members shall take the runs so laid out.

(B) SCHEDULE RUNS.

(1) A schedule run is to be any run which provides between eight and nine and one-half hours platform work as hereinafter provided.

(2) The Company agrees to arrange as many schedule runs as feasible with platform time as above and under conditions as hereinafter provided.

(3) At least seventy per cent. of all schedule runs shall be laid out with outside times

¹ The rules contained in Section 34 are the same as those in Section 18 with the omission of paragraph 2, part 5, division B. For text of Section 18 see this and following page.

² This clause reads: "Seniority shall prevail in so far as is practicable in all departments and shops."

Street and Electric Railway Employees.

not to exceed 11 hours, and in no case is a schedule run to have outside time in excess of 14 hours.

(4) This arrangement of schedule runs is to apply to the road as a whole, but the percentage may vary at different rating stations. Such variation must not reduce the number of runs in 11 outside hours more than 5 per cent. of the schedule runs at any one rating station.

(5) In determining the percentages as above specified time allowed for reporting and turning in is not to be taken into consideration.

The time for reporting and for making up work at the end of the day in the case of Conductors and Motormen on Surface Lines shall not be figured in determining whether a run exceeds the inside limit of $8\frac{1}{2}$ or $9\frac{1}{2}$ hours or the outside limit of 11 or 14 hours, nor is it to be paid for if together with the actual platform time it does not exceed in the aggregate $8\frac{1}{2}$ hours.

(6) Ten minutes shall be allowed on schedule runs for reliefs in excess of one, but no schedule run shall have more than two breaks.

(7) Layoffs of thirty minutes or less in schedule runs shall be paid for as platform time.

(8) All schedule runs with platform time of less than $8\frac{1}{2}$ hours shall pay $8\frac{1}{2}$ hours.

(9) All schedule runs with platform time in excess of $8\frac{1}{2}$ hours but less than $8\frac{3}{4}$ hours shall pay $8\frac{3}{4}$ hours.

All schedule runs with platform time in excess of $8\frac{3}{4}$ hours but less than 9 hours shall pay 9 hours.

All schedule runs with platform time in excess of 9 hours but less than $9\frac{1}{4}$ hours shall pay $9\frac{1}{4}$ hours.

All schedule runs with platform time in excess of $9\frac{1}{4}$ hours but less than $9\frac{1}{2}$ hours shall pay $9\frac{1}{2}$ hours.

(C) OUTSIDE TIME — SCHEDULE RUNS.

Men having schedule runs with outside time on the schedule exceeding 11 hours are entitled to additional compensation at the rate of 25 per cent. of the employee's regular hourly rate for the first and second excess hours or fraction thereof, and 50 per cent. for the third excess hour or fraction thereof. Computation of time to be made in fifteen minute periods.

In the case of men having runs with an outside limit exceeding 11 hours no additional compensation is to be paid for excess of actual outside time beyond the schedule time.

(D) EXTRA RUNS.

All platform work other than schedule runs shall be known as extra runs, which shall be completed within 14 outside hours, except that this outside limit may be exceeded on Saturdays or in cases of emergency or unusually heavy traffic such as holiday service, circus week, opera, etc., and except where extra runs are combined with schedule runs.

(E) OUTSIDE TIME — EXTRA RUNS.

For extra runs all time in excess of 13 hours outside time shall be compensated for at the rate of 25 per cent. of the employee's regular hourly rate for the first and second excess hours or fraction thereof and 50 per cent. for the third excess hour or fraction thereof and thereafter. Computation of time to be made in fifteen minute periods.

(F) OVERTIME.

Payment for platform time in excess of nine hours is to be at the regular hourly rate.

Street and Electric Railway Employees.**(G) MINIMUM PAY.**

All extra blue uniform employees called to report for work and who report and are not assigned to work to the extent of $6\frac{1}{2}$ hours shall receive not less than $6\frac{1}{2}$ hours' pay therefor, provided they remain on duty as long as required, not to exceed 14 hours. The same minimum wage guarantee shall be applied to collectors and porters.

(H) RATE FOR NIGHT WORK.

Regular night work shall be paid for at regular rates.

(I) TIME SCHEDULES EFFECTIVE.

Schedule providing for runs in accordance with hours herein agreed to shall be posted to go into effect not later than 60 days after the date of signing this agreement.

PART FIVE — SCHEDULES.**SECTION 38.****PERIODS FOR WHICH AGREEMENT IS TO REMAIN IN FORCE.**

The terms of the agreement with respect to periods of time shall be as follows:

1. As to rates of wages from May 1st, 1916, to May 1st, 1919.
2. As to graduated scale of blue uniformed men, May 1st, 1916, to May 1st, 1919.
3. As to classifications of employees other than blue uniformed men, May 1st, 1916, to May 1st, 1919, except that when a man's hours of work per day have been reduced by the agreement it shall be from the date at which his hours are actually reduced to May 1st, 1919.
4. In such excepted cases an increase of 5% shall be paid from May 1st, 1916, to the date at which his hours are actually reduced.
5. As to minimum wage guarantee of blue uniform men from May 1st, 1916, to May 1st, 1919.
6. As to hours of labor in Department of Maintenance of Way from 30 days after signing of agreement to May 1st, 1919.
7. As to compensation for extra hours of blue uniform men and computation of fractional hours from a date not more than 60 days after signing of agreement to May 1st, 1919.
8. As to period affecting the hours of labor of blue uniform men agreed upon by the Association and the Company from a date not more than 60 days after the signing of the agreement to May 1st, 1919.
9. As to all other matters not specifically covered herein May 1st, 1916, to May 1st, 1919, in so far as it is feasible to compute.
10. Any person in the employ of the Company from and after May 1, 1916, but who has left the employ of the Company prior to the date of signing this Agreement, shall be entitled to additional compensation according to the terms hereof for such time as he remained in the Company's employ after May 1, 1916, and prior to the date of signing this Agreement.

SECTION 39.**SCHEDULE OF WAGES, HOURS, CLASSES, ETC.**

All schedules of wages, hours, classes, etc., as shown on pages 53 to 86 inclusive of Company's printed copy of the Award of the Board of Arbitration between the Boston Elevated Railway Company and the Boston Carmen's Union, Division 589 of the Amalgamated

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mated Association of Street and Electric Railway Employees of America, January 15, 1914, shall continue in effect from May 1, 1916, to May 1, 1919, except as otherwise specifically provided in this Agreement, it being understood that so far as such changes relate to the schedules themselves they shall be indicated in the schedules to be made a part of this Agreement, and upon the further understanding that the Amalgamated Association agrees to such schedules as modified herein to the extent that it has jurisdiction under the ruling of the American Federation of Labor over the classes of work specified in such schedules.

Then follow schedules of wages in which are set out in detail the rates which shall apply for periods stated, according to years of service, particular place of employment or designated position for the following occupations:

SURFACE LINES.

Motormen and Conductors.

RAPID TRANSIT LINES.

Motormen. Brakemen.
Guards. Gatemen.

Blacksmiths and Horseshoers.
Blacksmiths' Helpers.
Brass Finishers.
Bridgemen and Housesmiths.
Harness Makers.
Linemen.
Masons.
Machinists.
Outside Carpenters.
Painters.
Pavers.
Plumbers.
Riggers.
Car Shifters.
Laborers.
Power Station Men.
Switchmen.
Track Cleaners.
Trolley Men.
Yard Crews.
Collectors.
Crane Operators.
Roofers.

Steam Fitters.
Structural Iron Painters.
Tinsmiths.
Trimmers.
Welders.
Wiremen and Electricians.
Wiremen's Helpers.
Wood Workers.
Inside Carpenters and Mill Men.
General Helpers.
Armature Room Workers.
Boiler Room Engineers.
Draw Tenders.
Firemen.
Hoisting Engineers.
Mechanics.
Oilers.
Carhouse Repairers.
Signalmen and Interlockers.
Switchboard Operators.
Teamsters.
Trackmen.
Car Cleaners.
Elevator Men.
Hostlers and Stablemen.
Office Clerks.
Porters.
Stock Room Clerks.
Treasury Department Employees.
Vacuum Cleaner Operators.
Watchmen.

In connection with the wage schedules for the above occupations appears the following text:

The Company further agrees that if during either the fiscal year ending June 30, 1918, or June 30, 1919, it shall pay dividends upon its stock at the rate of 6% per annum, then $\frac{1}{2}\%$ shall be added to all rates above specified or referred to for the third year of the agreement, namely, May 1, 1918 to May 1, 1919.

Unless otherwise provided for in this agreement, all conditions, hours, rates, etc., covered

Street and Electric Railway Employees.

by the agreement between the Amalgamated Association of Street and Electric Railway Employees of America and Division 589 thereof, and the Boston Elevated Railway Company of May 1st, 1913, shall be and hereby are made a part of this agreement.

PART SIX contains an "Appendix to Schedules", showing changes to be made in the schedules contained in the report of the Board of Arbitration, in the matter of a controversy between the Boston Elevated Railway Company and Street and Electric Railway Employees Union No. 589 of January 15, 1914, before applying increases provided for under this agreement.

PART SEVEN — FINAL SECTION.

Except so far as other periods of time are otherwise herein provided for, this agreement and the provisions thereof shall continue in force and be binding upon the respective parties hereto until the first day of May, 1917, and from year to year thereafter unless changed by the parties hereto. Either of the parties hereto desiring a change in any section or sections of this agreement shall notify the other party in writing of the desired change thirty (30) days prior to the end of each year, which is the first day of May. After such notice the agreement shall then be opened up and the change or changes desired shall be considered. Upon failure to reach a mutual agreement upon any of the changes desired by the parties hereto the same shall be arbitrated as provided for in this agreement, and the award shall then be entered into and become a part of this agreement.

All matters for which the periods of time for which they are to remain in force are fixed by this agreement, shall remain in force for the periods of time specified in the agreement, and from year to year thereafter unless changed by the parties hereto in the manner above provided. Notwithstanding anything contained in this section and Section 1 hereof, the hours of labor of Conductors, Guards, Motormen, Brakemen and Gatemen shall not become the subject matter of arbitration under the provisions of this agreement except so far as any question may arise as to the observance of the agreement itself concerning the hours of labor. It is agreed that the compensation for such employees fixed by this agreement is based upon the hours of labor provided by Sections 18 and 34 of this agreement.

IN WITNESS WHEREOF, the Boston Elevated Railway Company has caused these presents to be signed in its name and behalf by its President and Executive Committee thereunto duly authorized, and the Association has caused these presents to be signed in its name and behalf by the President, Secretary, Business Agent, Executive Board and other members of Conference Committee of Division 589, thereunto duly authorized, and by the President and General Executive Board Member, thereunto duly authorized, of the Amalgamated Association of Street and Electric Railway Employees of America.

Boston Elevated Railway Company,

By.....
President.

.....
.....
.....
Executive Committee.

.....
Vice-President.

Amalgamated Association of Street and Electric Railway Employees of America,

By.....
International President.

.....
General Executive Board Member.

Street and Electric Railway Employees.

Amalgamated Association of Street and Electric Railway Employees of America,
Division 589,

By.....	.....	.....
.....	<i>President.</i>	.....
.....
.....	<i>Secretary.</i>	<i>Executive Board.</i>
.....
.....	<i>Business Agent.</i>	.....
.....
.....	.....	<i>Other Members of Conference Committee.</i>

TEAMSTERS, CHAUFFEURS, AND WHARFMEN (COAL).

Agreement between Local Union No. 68, International Brotherhood of Teamsters, Chauffeurs, and Wharfmen and Coal Dealers of Boston and Vicinity, June 1, 1916 to May 1, 1918.

ARTICLE I.

When hiring teamsters, chauffeurs and wharfmen, members of the International Brotherhood of Teamsters, or those willing to become members at the next meeting, shall be given the preference.

ARTICLE II.

HOURS OF LABOR: From May 1st to May 1st, nine hours shall constitute a day's work

Three horse teamsters shall report not later than 6.00 A.M.

Two horse teamsters shall report not later than 6.15 A.M.

One horse teamsters shall report not later than 6.30 A.M.

The men will leave the barn at 6.55 A.M., and have teams hitched and ready for work at 7.00 A.M. Wharfmen to be ready for work not later than 7.00 A.M.

Chauffeurs to report for work at 6.45 A.M., and to be ready to leave garage at 7.00 A.M.

When teamsters, chauffeurs and regular wharfmen are required to work as carmen, wheelers or trimmers in vessels, they shall receive 40c per hour.

Teamsters and chauffeurs shall not be required to carry in coal between April 1st and October 1st of each year in excess of one ton lots, except at such wharves where there is an insufficient number of jobbers, when the teamsters will be given an opportunity to carry in coal in preference to being laid off; and between the months of October and April they shall not be required to carry in coal in excess of one ton. The above rule does not apply in cases of emergency.

The day's work from May 1st to May 1st is to end practically at 5 P.M., with one hour for dinner, as near twelve as possible. In no case shall a man be asked to go out after 11.30 without his dinner. If a teamster, chauffeur or wharfman is sent out on or after five o'clock without being allowed an hour for his supper without pay for the same, and does not return until seven o'clock, he shall be paid an extra hour for his supper. On Saturdays, from April 1st to October 1st, the day's work will end practically at 12 M., and teamsters, chauffeurs and regular wharfmen shall be given a half-holiday, for which no deduction of pay shall be made.

Teamsters shall not be required to clean stalls in the morning.

Teamsters, Chauffeurs, and Wharfmen (Coal).**ARTICLE III.**

No teamster or chauffeur shall be required to go to the stables on Sunday.

ARTICLE IV.

When employees are to be laid off, notice of the same shall be given them the night before.

When employees are to be laid off, the same shall be laid off in their turn, as far as possible.

When regular men are laid off on Saturdays, they shall receive one-half ($\frac{1}{2}$) a day's pay.

If a teamster or chauffeur hitches out in the morning he shall be given a day's pay for the same, and if a regular wharfman reports for work he shall be paid a day's pay for the same.

ARTICLE V.**SCHEDULE OF WAGES FROM JUNE 1, 1916, TO MAY 1, 1918.**

The minimum rate of wages recognized by this agreement shall be as follows:

One Horse Teamsters,	\$15.00 per week.
Two Horse Teamsters,	16.00 per week.
Three Horse Teamsters,	17.00 per week.
Wharfmen,	15.00 per week.
Electric Truck Chauffeurs,	17.00 per week.
Gasoline Truck Chauffeurs,	19.00 per week.

All overtime shall be paid at the regular rate of wages, as follows:

One Horse Teamsters,	28c per hour.
Two Horse Teamsters,	30c per hour.
Three Horse Teamsters,	32c per hour.
Wharfmen,	28c per hour.
Electric Truck Chauffeurs,	32c per hour.
Gasoline Truck Chauffeurs,	36c per hour.

ARTICLE VI.

Teamsters, chauffeurs and regular wharfmen when required to work over the regular time shall be paid at the above rate of time wages, except on Sundays and holidays, when they shall receive double time as follows:

One Horse Teamsters,	56c per hour.
Two Horse Teamsters,	60c per hour.
Three Horse Teamsters,	64c per hour.
Wharfmen,	56c per hour.
Electric Truck Chauffeurs,	64c per hour.
Gasoline Truck Chauffeurs,	72c per hour.

A teamster, chauffeur or wharfman who works three-quarters ($\frac{3}{4}$) of an hour after closing time shall be entitled to one hour's overtime. On Saturday afternoons all overtime to teamsters, chauffeurs and regular wharfmen shall be paid at the rate of overtime wages as indicated in Article 5 of this agreement with the exception of one horse teamsters and regular wharfmen, who shall be paid at the rate of 30c per hour.

All overtime shall be paid weekly.

Teamsters, Chauffeurs, and Wharfmen (Coal).**ARTICLE VII.**

The holidays recognized in this Agreement are as follows: Washington's Birthday, Lexington Day, Memorial Day, June 17th, July 4th, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day (and under no ordinary circumstances shall any member of the organization be allowed to work on Labor Day). Also all days which may become legal holidays. The days herein named shall not be deducted from the weekly salary of the regular teamsters, chauffeurs and wharfmen.

ARTICLE VIII.

When a member of said Local Union is discharged, he shall be given a fair and impartial hearing before his employer if he so requests.

ARTICLE IX.

Both parties to this Agreement agree that no strike or lockout will take place unless a grievance exists between employer and employee and both parties further agree to submit any disagreement to the State Board of Arbitration and their decision shall be accepted as final by both parties.

It is also agreed that in case any change in this Agreement is contemplated at its expiration by either party, sixty days' notice of same shall be given.

THIS AGREEMENT shall remain in force and shall not be altered from June 1, 1916, to May 1, 1918.

Committee of Coal Dealers of Boston and Vicinity:	Committee of Local Union 68, Coal Teamsters, Chauffeurs and Helpers:
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.....
<i>Chairman.</i>	<i>Chairman.</i>
.....
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.....
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TELEGRAPHERS.

Rules and Rates of Pay for Towermen of the Boston Elevated Railway Co. — In effect September 15, 1916.

Articles of Agreement made and entered into this fifteenth day of September, 1916, by and between the Boston Elevated Railway Company (hereinafter called "The Company"), party of the first part, and The Order of Railroad Telegraphers, and Div. No. 156 thereof (hereinafter called "The Organization"), party of the second part.

WITNESSETH: That the purpose and intent of this Agreement is to provide a working understanding between members of the Organization in the employ of the Company, and the Company, each through its duly accredited officers, to provide as satisfactory service to the public as possible, to provide as good working conditions for said members as possible, and to properly protect the interests of the Company; and to provide that in the operation of the railway of the Company, and respecting the relations to exist during the term of this contract between the Company and those of its employes who during the life of this Agreement are members of said Organization, both parties hereto mutually agree:

Telegraphers.

1. The Company agrees to meet and treat with the duly accredited Officers and Committees of the Organization upon all questions arising between them, and should any difference arise between them which cannot be mutually adjusted, the same shall be submitted, at the request of either party, to a Board of Arbitration to be selected in the following manner:

One arbitrator shall be chosen by the Company, one by the Organization, the two arbitrators so chosen shall meet daily to select a third, and the three arbitrators so chosen shall then endeavor to meet daily for the purpose of adjusting said difference, and the decision of the majority of said Board, submitted in writing to the Company and the Organization shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case. Each party shall bear the expense of its own arbitrator and the expense of the third arbitrator shall be borne equally by the parties hereto.

2. The Company will do nothing to prevent or discourage any employe from becoming or continuing to be a member of the Organization and will in no way discriminate against a member thereof because of such membership. The Organization will not discriminate against any person in the employ of the Company because of his refusal to join the Organization or to continue a member thereof, but, if any member of the Organization is expelled or suspended from his membership therein for violation of any of the provisions of this Agreement, the Company, being satisfied that such expulsion or suspension was for such reason and was justifiable, shall dismiss such employe from its service. If any member of the Organization employed by the Company neglects or refuses to pay to the Organization any dues or assessments which have duly become a liability from him to the Organization during his membership thereof, and while such employe, and before notice in writing by him to the Secretary of Division No. 156 of the Organization of which he is a member, of his desire and intention to discontinue his membership therein, and shall continue such refusal to pay such sum or sums as are justly due from him to the Organization, after a determination by the Company of the justice of the claims of the Organization for such sums from such employe, the Company will discharge such employe from its service or suspend him until all such sums have been paid.

3. All such employes assigned by proper authority to operate interlocking machines, record the passage of trains at towers, and perform the duties of Towerman, whether termed telegrapher, leverman, helper or telephone operator connected with the movement of trains, shall be hereafter referred to as Towermen, and shall be governed by the provisions of this Agreement.

4. They shall be governed by such general and special rules as apply to Towermen in Book of Rules for the government of Employes of Rapid Transit Lines. Permanent orders or instructions regarding train movements, or relating to traffic in whatever character, will in no case be given orally, excepting in emergency cases when it becomes necessary to issue such orders for the benefit of immediate action; then, and in every such case, such orders will be verified by proper letter over signature of official issuing such orders or instructions. No order or orders shall be given by any person or persons excepting the Superintendent, Train Master, Chief Train Dispatcher, Dispatcher on Trick, District Supervisors, Starters, or any properly accredited representatives of the Superintendent of Rapid Transit Lines, General Orders excepted.

5. Employes as designated in Article 3 shall not be disciplined without a hearing unless they waive it. If suspended pending investigation, same shall be held within seven days from date of suspension. If exonerated, they shall be allowed to resume their duties and be paid an amount equivalent to what they would have earned had action not been taken.

Telegraphers.

6. Any such employe aggrieved as to the result of discipline or any decision, shall have the right to appeal in person or through a committee of fellow employes, not exceeding three, to the higher officials of the Company in regular order to the President. Such appeal to be made in writing within ten days from date of notice of such discipline or decision.

7. Employes as designated in Article 3 shall be in line for promotion to higher positions within the service herein referred to upon the lines of the Company where similar service or duties are required. Advancement will be made on the basis of seniority, so far as practicable, the fitness of an employe for the position sought to be determined by proper officials of the Company, provided that the senior applicant will be given a fair and impartial examination for the position bid or applied for, if any doubt exists as to his ability.

8. In the event of the abolishment of a position, the men affected shall have the right to choose any position to which their seniority entitles them.

9. Towermen, whenever required to break in or instruct men in the tower service of the Company, will be paid two and a half (2½) cents per hour during the period required for such instruction in addition to their regular wages.

10. Vacancies will be advertised by notice on the daily bulletin within seven days from date on which the vacancy occurs, with limitation of the time and conditions under which applications will be received. Said time limit to be not less than four days from date posted. The vacancy will be filled by the men entitled to it within fourteen days after it is assigned by bulletin.

11. Any employe herein referred to shall have the right to bid for any advertised position as above described, whether it be a position paying more or less than the one held. If qualified for the position sought, without the necessity of instruction, he shall, when placed in the position, receive the wage of the position taken. If not qualified and breaking in or instructions are necessary, he shall receive the rate of pay of the position then held until fully qualified or placed in the position sought. If the position sought is one of a lower rate of wage than that of the position then held, he shall receive the lower rate of pay while breaking in for or when assigned to the position sought. When an employe covered by Article 3 has bid in a position, he will not be permitted to bid for the former position until it has been once filled and again becomes vacant.

12. (a) Employes in the tower service if called upon to perform work in a higher paid class in tower service, shall receive the pay thereafter of such higher class while they remain in that class.

(b) Where an employe may be called upon to temporarily perform work in a lower paid class, no change in his rate of pay shall be made.

13. (a) In so far as practicable, when Towermen are temporarily absent their positions shall be filled by other Towermen in the manner herein described, if said Towermen are available.

(b) In towers where assistants are employed, the first trick assistant at that tower may relieve the first trick right hand man, and the second trick assistant at that tower may relieve the second and third right hand men.

(c) In Tower "A," when assistant is not available, the split trick man may substitute for all right hand men in that tower.

(d) In Tower "D" the split trick man may substitute for all right hand men in that tower.

(e) In towers having assistants, the first trick towerman at Tower "J" may relieve the first trick assistant and split trick man, except at Tower "A" split trick man may work for first trick assistant, and second trick man at Tower "J" may relieve the second trick assistants and they shall be entitled to the work of the man relieved.

(f) In towers having no assistants the first trick towerman at Tower "J" may relieve the first trick right hand man, and second trick towerman at Tower "J" may relieve

Telegraphers.

second and third right hand men, except that at Towers "G" and "H" the assistants at Tower "F" may do the relieving, the men at Tower "J" going to Tower "F."

14. That Towermen legitimately absent on account of sickness, or otherwise, may have opportunity to protect their rights and privileges in the bidding for advertised vacancies, they shall deliver to the Superintendent of Rapid Transit Lines written authority to bid for them. Such written authority must be received by Superintendent in time to comply with limitations of time fixed for filling the vacancies.

15. Classes of service, hours of work, and rates of wage shall be as follows:

POSITIONS.	Hrs. per Day	Present Rate	9-15-16 to 9-15-17	9-15-17 to 9-15-18	9-15-18 to 9-15-19
Towermen (R.H.) at towers operated 24 hrs. daily, 1st and 2nd tricks,	8	40c	41c	42c	43c
Towermen (R.H.) at above towers, 3rd tricks,	8	39c	40c	41c	42c
Relief Towermen,	8-9½	40c	41c	42c	43c
Assistants (L.H. and Split Trick Towermen),	8½	35c	36c	37c	38c
Towermen at towers operated only during hours of train operation,	9½	30c	31c	32c	33c

16. (a) Each Towerman's position shall be relieved one full day every eighteen (18) days without diminution of pay to the Towerman thus relieved, provided he has worked seventeen (17) days since his last day off with pay.

(b) Towermen, temporarily assigned to work positions other than their own, shall be relieved the same day as though they were working their own positions, and are not to be entitled to any other relief.

(c) When a towerman bids out of one position into another his day of relief shall change to that of the position into which he has bid when placed on same.

17. A roster of employes herein described, arranged in order of seniority, will be posted in the towers.

18. (a) When conditions permit, Towermen, upon request, will be granted leave of absence not to exceed 30 days, with privilege of extension at the discretion of the Superintendent.

(b) In cases of sickness or disability, such absence may be of indefinite duration, the absentee being required to report his condition and whereabouts at least once in two weeks.

(c) The acceptance of another position while on leave of absence shall be considered as terminating service.

19. This Agreement shall go into effect September fifteenth, 1916, and remain in full force until September fifteenth, 1919, both days inclusive, and continue in force and be binding upon the respective parties from year to year thereafter unless changed by the parties thereto. Either of the parties hereto desiring a change in any section or sections of this Agreement shall notify the other party in writing of the desired change thirty (30) days prior to September fifteenth, 1919. In case of and after such notice the agreement shall then be opened up and the change or changes desired shall be considered. Upon failure to reach a mutual agreement upon any of the changes desired by the parties hereto, the same shall be arbitrated as provided for in this agreement, and the award shall then be entered into and become a part of this agreement.

IN WITNESS WHEREOF, The Boston Elevated Railway Company has caused these presents to be signed in its name and behalf by its President and Executive Committee

Telegraphers.

thereunto duly authorized, and The Order of Railroad Telegraphers has caused these presents to be signed in its name and behalf by the Vice-President and Chairman and Committee of Employees, members of Div. No. 156, thereunto duly authorized.

The Boston Elevated Railway Company.

[Signed]

President.

Executive Committee.

The Order of Railroad Telegraphers.

.....
Vice-President.

Committee of Employees, Div. No. 156.

.....
Chairman.

TOBACCO STRIPPERS.

Bill of Prices of Cigar Factory Tobacco Strippers' Union of Boston, No. 8156, American Federation of Labor. — In Effect September 20, 1913.

Wrapper Booker,	\$9.00 per week of 6 working days.
Wrapper Booker and Stripper,	\$8.00 per week of 6 working days.
All round Stripper and Booker,	\$8.00 per week of 6 working days.
Wrapper Stripper,	\$7.00 per week of 6 working days.
All round Stripper,	\$7.00 per week of 6 working days.
Binder Stripper,	\$7.00 per week of 6 working days.
Havana Fillers, . . . . .	.06 1-2 per lb.
Seed Fillers Split, . . . . .	.04 3-4 per lb.
Seed Fillers Straight, . . . . .	.04 1-2 per lb.
Wrapper Stripper on the Machine,	\$10.00
Binder Stripper on the Machine,	\$9.00

Fillers to be weighed once a day in the presence of Stripper.

Filler Strippers are to be provided with a ticket on which is to be recorded the actual weight of each day's work.

Apprentices on Fillers shall work two weeks for half schedule rate; they will then become members of Cigar Factory Tobacco Strippers' Union, No. 8156, American Federation of Labor.

Collectors may collect Union dues in the Factories in such manner as not to interfere with the time of the employees.

The Hours of Labor shall be from 8 A.M. to 12 M., and 1 P.M. to 5 P.M., except Saturdays when they shall be from 8 A.M. to 1 P.M.

All work done on Sundays and Holidays, whether by piece or weekly hands, shall be at the rate of double pay.

Saturday afternoons shall be considered holidays.

Double pay shall be by the hour.

Sweeping to be done after working hours.

Tobacco Strippers.

No time lost between lots by Filler Strippers.

All Strippers excepting Forewomen, Foremen and Apprentices, shall be members of the Strippers' Union No. 8156, American Federation of Labor.

The schedule of wages herein agreed upon shall not be so construed as to permit the reduction of any weekly wages.

Fillers given to Strippers must contain sufficient moisture to make them stripperable.

Holidays shall not be deducted from weekly hands.

Should either party to this bill of prices require a change therein, the party desiring the change shall furnish the other party with a copy of changes desired at least thirty days prior to said changes being effective.

IV. STATISTICAL TABLES.

TABLE I. — *Number of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations.*

OCCUPATIONS.	NUMBER OF UNIONS REPORTING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Num- ber of Unions Having Written Agree- ments	Num- ber of Unions Having Verbal Agree- ments	Num- ber of Unions Report- ing No Agree- ments	Num- ber of Unions Answer- ing Inquiry
	All Em- ploy- ers	More than One- half	One- half or Less				
All Occupations.	418	238	108	764	67	523	1,354
Bakers and confectioners,	4	8	3	15	1	1	17
Barbers,	2	18	5	25	2	5	32
Bartenders,	13	4	—	17	1	9	27
Bill posters and billers,	1	—	—	1	1	1	3
Blacksmiths and helpers,	3	1	—	4	—	3	7
Boilermakers and helpers,	3	—	—	3	—	—	3
Bookbinders,	1	2	3	6	—	—	6
Boot and shoe workers,	36	18	37	91	—	14	105
Boot and shoe workers (mixed),	12	4	12	28	—	5	33
Cutters,	3	1	5	9	—	—	9
Edgemakers,	3	—	—	3	—	1	4
Lasters,	4	1	5	10	—	—	10
Stitchers,	3	1	4	8	—	1	9
Triers, dressers, and packers,	3	1	3	7	—	1	8
Turn workmen,	2	3	1	6	—	—	6
Others,	6	7	7	20	—	6	26
Bottlers and drivers,	7	3	—	10	—	—	10
Brewery workmen,	9	1	—	10	—	—	10
Bricklayers, masons, and plasterers,	5	5	1	11	6	29	46
Carmen, railway,	4	—	—	4	—	1	5
Carpenters,	18	43	2	63	8	76	147
Cigar makers,	13	1	—	14	—	2	16
Clerks, railway,	19	—	—	19	1	1	21
Clerks, retail,	3	4	1	8	1	8	17
Compositors (typographical),	2	9	6	17	—	4	21
Conductors, railway,	6	—	—	6	—	—	6
Cooks and waiters,	1	1	3	5	1	3	9
Coopers,	2	—	—	2	—	2	4
Cutting die and cutter makers,	4	—	1	5	—	1	6
Electrical workers,	8	8	1	17	2	9	28
Engineers, locomotive,	7	—	—	7	—	—	7
Engineers, steam,	3	6	6	15	1	7	23
Firemen, locomotive,	10	—	—	10	—	—	10
Firemen, stationary,	—	—	7	2	1	9	17
Freight handlers and clerks,	2	—	—	—	—	4	6
Garment workers,	7	8	2	17	—	2	19
Glass workers,	—	—	—	—	—	4	4
Government employees (U. S.),	—	—	—	—	—	6	6
Granite cutters,	15	4	1	20	—	—	20
Hat and cap makers,	3	—	—	3	—	4	7
Hod carriers and building laborers,	3	4	—	7	3	10	20
Horseshoers,	—	2	—	2	—	3	5
Lathers (wood, wire, and metal),	2	1	—	3	2	5	10
Laundry workers,	1	1	—	2	—	1	3
Longshoremen,	4	—	—	4	—	1	5
Machinists,	12	—	7	19	—	24	43

TABLE I. — *Number of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations — Concluded.*

OCCUPATIONS.	NUMBER OF UNIONS REPORTING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Num- ber of Unions Having Written Agree- ments	Num- ber of Unions Having Verbal Agree- ments	Num- ber of Unions Report- ing No Agree- ments	Num- ber of Unions Answer- ing Inquiry
	All Em- plov- ers	More than One- half	One- half or Less				
All Occupations — Con.							
Maintenance of way employees, . . .	13	-	-	13	-	4	17
Meat cutters, etc., . . .	1	1	1	3	-	-	3
Metal polishers, buffers, and platers, . . .	-	-	3	3	-	9	12
Molders and coremakers, . . .	4	5	1	10	6	10	26
Municipal employees, . . .	-	-	-	-	-	43	43
Musicians, . . .	1	1	1	3	-	23	26
Painters, decorators, and paperhangers, . . .	5	17	1	23	9	23	60
Paper and pulp makers, . . .	1	-	-	1	-	10	11
Pattern makers, . . .	-	-	2	2	-	8	10
Paving cutters, . . .	5	-	-	5	-	2	7
Photo-engravers, . . .	-	2	-	2	-	2	4
Plumbers, steamfitters, and gasfitters, . . .	17	15	1	33	4	6	43
Printing pressmen, . . .	3	6	-	9	-	3	12
Quarry workers, . . .	7	-	-	7	-	2	9
Railroad workers and inspectors, . . .	14	-	-	14	-	1	15
Roofers, . . .	3	1	-	4	-	-	4
Sheet metal workers, . . .	6	6	-	12	1	3	16
Station agents and employees, . . .	7	-	-	7	-	8	15
Steam railroad employees (<i>n.e.s.</i>), . . .	4	-	-	4	1	-	5
Stereotypers and electrotypers, . . .	1	3	1	5	1	-	6
Stone cutters, . . .	1	-	-	1	1	1	3
Stove mounters, . . .	-	-	-	-	1	2	3
Street and electric railway employees, . . .	24	-	-	24	-	-	24
Tailors and dressmakers, . . .	-	3	5	8	-	1	9
Teamsters, chauffeurs, stablemen, etc., . . .	11	12	4	27	3	12	42
Telegraphers, railroad, . . .	6	-	-	6	-	-	6
Telephone operators, . . .	1	-	-	1	-	11	12
Textile workers, . . .	3	-	-	3	3	55	61
Loomfixers, . . .	-	-	-	-	-	11	11
Mule spinners, . . .	-	-	-	-	1	9	10
Weavers, . . .	-	-	-	-	1	6	7
Weavers (elastic goring), . . .	3	-	-	3	-	-	3
Others, . . .	-	-	-	-	1	29	30
Theatrical stage employees, . . .	15	5	-	20	-	7	27
Tile layers, ¹ . . .	3	-	-	3	-	-	3
Trainmen, railroad, . . .	21	-	-	21	-	-	21
Upholsterers, . . .	-	2	1	3	-	-	3
All other occupations, . . .	8	7	1	16	6	23	45

¹ Including terrazzo and mosaic workers.

TABLE II.—*Number of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Localities.*

LOCALITIES.	NUMBER OF UNIONS REPORTING AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY—			Number of Unions Having Written Agree- ments	Number of Unions Having Verbally Accepted Agree- ments	Number of Unions Report- ing No Agree- ments	Number of Unions Answer- ing Inquiry
	All Em- ployers	More than One-half	One-half or Less				
The State.	418	238	108	764	67	523	1,354
BEVERLY,	—	1	—	1	—	4	5
BOSTON,	93	67	23	183	15	84	282
BROCKTON,	33	8	4	45	—	5	50
CAMBRIDGE,	—	4	2	6	—	4	10
CHELSEA,	3	3	—	6	—	2	8
CHICOPEE,	4	1	—	5	1	2	8
CLINTON,	1	1	—	2	—	5	7
FALL RIVER,	14	6	3	23	—	13	36
FITCHBURG,	13	1	3	17	—	17	34
FRAMINGHAM,	4	1	1	6	1	6	13
GARDNER,	1	1	—	2	1	5	8
GLOUCESTER,	5	2	—	7	1	6	14
GREENFIELD,	9	1	1	11	2	4	17
HAYERHILL,	9	7	10	26	—	4	30
HOLYOKE,	16	8	—	24	2	20	46
LAWRENCE,	13	5	2	20	4	19	43
LOWELL,	22	9	5	36	5	20	61
LYNN,	8	11	18	37	—	18	55
MALDEN,	2	2	1	5	—	4	9
MARLBOROUGH,	3	—	—	3	1	8	12
MILFORD,	7	2	—	9	1	—	10
NATICK,	2	2	2	6	—	1	7
NEW BEDFORD,	8	7	4	19	3	14	36
NEWBURYPORT,	—	—	—	—	1	5	6
NEWTON,	1	1	—	2	—	6	8
NORTH ADAMS,	6	9	—	15	1	6	22
NORTHAMPTON,	8	2	2	12	3	9	24
NORWOOD,	4	—	1	5	1	4	10
PITTSFIELD,	4	3	1	8	1	8	17
QUINCY,	7	3	1	11	1	8	20
SALEM,	12	5	2	19	1	15	35
SOMERVILLE,	1	2	—	3	—	2	6
SPRINGFIELD,	28	19	4	51	3	17	71
TAUNTON,	6	6	2	14	—	18	32
WALTHAM,	3	2	—	5	1	5	11
WATERTOWN,	1	—	—	1	1	5	7
WESTFIELD,	3	2	—	5	3	7	15
WHITMAN,	6	—	—	6	—	1	7
WOBURN,	1	1	—	2	—	2	4
WORCESTER,	21	15	8	44	1	23	68
Other municipalities,	36	18	8	62	12	116	190

TABLE III. — *Membership of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations.*

OCCUPATIONS.	MEMBERSHIP OF UNIONS HAVING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Total Membership of All Unions Answering Inquiry
	All Employers in Jurisdiction	Some but not All Employers in Jurisdiction	Total	
All Occupations.	92,364	78,947	171,311	239,580
Bakers and confectioners,	117	864	981	1,045
Barbers,	243	2,276	2,519	2,676
Bartenders,	1,331	2,141	3,472	3,911
Bill posters and billers,	100	—	100	149
Blacksmiths and helpers,	150	72	222	577
Boilermakers and helpers,	249	—	249	249
Bookbinders,	113	730	843	843
Boot and shoe workers,	18,345	23,389	41,734	43,613
Boot and shoe workers (mixed),	4,900	8,837	13,737	13,901
Cutters,	2,265	1,764	4,029	4,029
Edgemakers,	820	—	820	1,217
Lasters,	1,937	1,580	3,517	3,517
Stitchers,	3,490	4,244	7,734	7,372
Treeers, dressers, and packers,	1,301	1,303	2,604	2,834
Turn workmen,	370	2,810	3,180	3,180
Others,	3,262	2,851	6,113	7,063
Bottlers and drivers,	645	553	1,198	1,198
Brewery workmen,	1,494	46	1,540	1,540
Bricklayers, masons, and plasterers,	252	2,672	2,924	5,438
Carmen, railway,	793	—	793	923
Carpenters,	2,495	9,588	12,083	18,655
Cigar makers,	3,147	128	3,275	3,319
Clerks, railway,	1,602	—	1,602	1,839
Clerks, retail,	175	743	918	1,667
Compositors (typographical),	88	3,090	3,178	3,253
Conductors, railway,	975	—	975	975
Cooks and waiters,	184	1,926	2,110	3,142
Coopers,	82	—	82	131
Cutting die and cutter makers,	104	18	122	133
Electrical workers,	988	457	1,445	4,543
Engineers, locomotive,	1,613	—	1,613	1,613
Engineers, steam,	69	1,639	1,708	2,631
Firemen, locomotive,	2,158	—	2,158	2,158
Firemen, stationary,	—	759	759	1,564
Freight handlers and clerks,	427	—	427	1,676
Garment workers,	5,250	4,293	9,543	9,636
Glass workers,	—	—	—	295
Government employees (U. S.),	—	—	—	1,717
Granite cutters,	2,145	140	2,285	2,285
Hat and cap makers,	232	—	232	432
Hod carriers and building laborers,	333	3,146	3,479	4,784
Horseshoers,	—	285	285	345
Lathers (wood, wire, and metal),	353	22	375	543
Laundry workers,	50	90	140	467
Longshoremen,	1,476	—	1,476	1,511
Machinists,	2,331	5,551	7,882	10,143
Maintenance of way employees,	1,762	—	1,762	1,146
Meat cutters, etc.,	200	328	528	528
Metal polishers, buffers, and platers,	—	452	452	670
Molders and coremakers,	471	769	1,240	3,290
Municipal employees,	—	—	—	5,706
Musicians,	69	373	442	3,829
Painters, decorators, and paperhangers,	748	1,906	2,654	6,543
Paper and pulp makers,	171	—	171	2,631
Pattern makers,	—	455	455	810
Paving cutters,	239	—	239	304
Photo-engravers,	—	244	244	269
Plumbers, steam fitters, and gas fitters,	1,978	962	2,940	3,254
Printing pressmen,	136	1,428	1,564	1,697
Quarry workers,	556	—	556	593
Railroad workers and inspectors,	1,518	—	1,518	1,578
Roofers,	84	350	464	464

¹ Not including the membership of two unions, which failed to report their membership.

TABLE III. — *Membership of Unions Reporting Collective Agreements with Employers, Showing Specified Proportions of Employers Accepting Such Agreements: By Occupations — Concluded.*

OCCUPATIONS.	MEMBERSHIP OF UNIONS HAVING WRITTEN AGREEMENTS SIGNED OR VERBALLY ACCEPTED BY —			Total Member- ship of All Unions Answering Inquiry
	All Employers in Juris- diction	Some but not All Employers in Juris- diction	Total	
All Occupations — Con.				
Sheet metal workers,	179	712	891	1,106
Station agents and employees,	1,354	—	1,354	2,519
Steam railroad employees (<i>n.e.s.</i>),	356	—	356	396
Stereotypers and electrotypers,	15	358	373	402
Stone cutters,	33	—	33	244
Stove mounters,	—	—	—	102
Street and electric railway employees,	16,224	—	16,224	16,224
Tailors and dressmakers,	—	533	533	578
Teamsters, chauffeurs, stablemen, etc.,	6,410	3,506	9,916	11,353
Telegraphers, railroad,	1,219	—	1,219	1,219
Telephone operators,	2,400	—	2,400	3,594
<i>Textile workers,</i>	86	—	86	13,485
Loomfixers,	—	—	—	3,001
Mule spinners,	—	—	—	2,123
Weavers,	—	—	—	3,672
Weavers (elastic goring),	86	—	86	86
Others,	—	—	—	4,603
Theatrical stage employees,	406	623	1,029	1,236
Tile layers,	310	—	310	310
Trainmen, railroad,	4,479	—	4,479	4,479
Upholsterers,	—	335	335	335
All other occupations,	1,502	965	2,767	6,987

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916.*¹

NOTE. — The principal subjects dealt with in the Agreements are indicated in the last column. The abbreviations used denote: W., wages; H., hours; A., apprentices; Arb. S. B., Arbitration, State Board; Arb., arbitration; U. S., union shop; L., union label; S., union stamp; C., shop card; San., sanitary conditions.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements ²
Bakers and Confectioners.				
Bakers,	Boston, . . .	May 1, 1915	Jun. 1, 1917 ³	W., H., Arb., U. S., L., San.
Bakers,	Boston, . . .	May 1, 1915	Jun. 1, 1917 ³	W., H., Arb., U. S., L., San.
Bakers,	Boston, . . .	May 1, 1914	May 1, 1917 ³	W., H., Arb., U. S., L., San.
Bakers,	Brockton, . . .	May 1, 1913	- ⁴	W., H., A., Arb. S. B., Arb., U. S., L.
Bakers,	Haverhill, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb., U. S., L., San.
Bakers,	Holyoke, . . .	May 1, 1916	May 1, 1917	W., H., A., Arb., U. S., L., San.
Bakers,	Lawrence, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb., U. S., L., San.
Bakers,	Lynn, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb. S. B., Arb., U. S., L.
Bakers,	Lynn, . . .	May 1, 1916	Apr. 30, 1917	W., H., Arb., U. S., L., San.
Bakers (ice cream cone makers), . . .	Malden, . . .	Apr. 1, 1915	Apr. 1, 1917	W., H., Arb., U. S., L., San.
Bakers,	Salem, . . .	May 1, 1916	Apr. 30, 1917	W., H., A., Arb. S. B., Arb., U. S., L., San.
Bakers,	Springfield, . . .	May 1, 1915	Apr. 30, 1917	W., H., A., Arb. S. B., Arb., U. S., L., San.
Bakers,	Springfield, . . .	May 1, 1916	May 1, 1917	W., H., A., U. S., L., San.
Bakers,	Taunton, . . .	May 1, 1916	May 1, 1917 ³	W., H., A., U. S., San.
Bakers,	Worcester, . . .	May 1, 1916	May 1, 1917	W., H., Arb., U. S., L., San.
Barbers.⁵				
Barbers,	Adams, . . .	Dec. 24, 1900	Indefinite	U. S., C.
Barbers,	Boston, . . .	May 7, 1917	May 7, 1919	W., H., A., U. S., C.
Barbers,	Boston, . . .	May 7, 1917	May 7, 1919	W., H., A., U. S., C.
Barbers,	Brockton, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Chicopee, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Clinton, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Fall River, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Fitchburg, . . .	Jan. 1, 1915	Indefinite	U. S., C.
Barbers,	Frammingham, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Gloucester, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Haverhill, . . .	Dec. 1, 1912	Indefinite	W., H., A., U. S., C.
Barbers,	Holyoke, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Lawrence, . . .	Sep. 4, 1916	Sep. 4, 1918	W., H., U. S., C.
Barbers,	Lowell, . . .	Jul. 1, 1915	Indefinite	U. S., C.
Barbers,	Lynn, . . .	Jul. 19, 1902	Indefinite	W., H., U. S., C.
Barbers,	Lynn, . . .	Aug. 1, 1914	Indefinite	U. S., C.
Barbers,	Milford, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	New Bedford, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	North Adams, . . .	Jan. 1, 1916	Jan. 1, 1917	W., H., A., U. S., C.
Barbers,	Pittsfield, . . .	- ⁶	Indefinite	U. S., C.
Barbers,	Quincy, . . .	- ⁶	Indefinite	U. S., C.

¹ Including in certain cases information of a somewhat later date, which was brought to the notice of the Bureau before this report went to press.

² For abbreviations used in this column, see "Note" at the head of the table.

³ New agreement went into effect on this date.

⁴ On 60 days' notice.

⁵ Upon acceptance of the union shop card, the Master Barbers agree to abide by any existing laws or any future rules which may be adopted by the local union with reference to prices, hours, wages, etc.

⁶ Union shop card was accepted on different dates by the Master Barbers.

TABLE IV. — Analysis of Collective Agreements Reported as in Effect on July 1, 1916
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree-ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Barbers — Con.				
Barbers,	Salem,	- ¹	Indefinite	U. S., C.
Barbers,	Springfield,	- ¹	Indefinite	W., ² U. S., C.
Barbers,	Taunton,	- ¹	Indefinite	U. S., C.
Barbers,	Waltham,	Aug. 1, 1916	- ³	W., H., U. S., C.
Barbers,	Worcester,	Aug. 1, 1916	Indefinite	W., H., U. S., C.
Bartenders.				
Bartenders,	Boston,	Jan. 4, 1915	Jan. 1, 1919 ⁴	W., H., A., U. S., C.
Bartenders,	Chicopee,	Nov. 25, 1897	Indefinite	U. S., C.
Bartenders,	Fall River,	Nov. 1, 1911	- ⁵	Arb., U. S., C.
Bartenders,	Fitchburg,	May 1, 1911	Indefinite	U. S., C.
Bartenders,	Gardner,	May 1, 1915	May 1, 1917 ⁴	W., H., U. S., C.
Bartenders,	Gloucester,	Jan. 14, 1917	Jan. 14, 1918	W., H., U. S., C.
Bartenders,	Haverhill,	Jun. 1, 1914	- ³	W., H., U. S.
Bartenders,	Holyoke,	May 1, 1916	May 1, 1918	W., H., U. S., ⁶ C.
Bartenders,	Lawrence,	Jun. 5, 1916	Jun. 1, 1917	W., H., U. S., C.
Bartenders,	Lowell,	Mar. 1, 1916	Mar. 1, 1917	W., H., U. S., C.
Bartenders,	Marlborough,	May 1, 1917	May 1, 1918 ⁴	W., H.
Bartenders,	Milford,	May 10, 1915	Indefinite	W., H., U. S., C.
Bartenders,	North Adams,	May 1, 1916	May 1, 1917	U. S., C.
Bartenders,	Northampton,	Apr. 6, 1914	Apr. 6, 1917	W., H., U. S., C.
Bartenders,	Springfield,	Oct. 1, 1912	Indefinite	W., H.
Bartenders,	Ware,	May 1, 1912	Indefinite	W., H., U. S., C.
Bartenders,	Westfield,	May 1, 1912	Indefinite	W., H., U. S., C.
Bartenders,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W., H., U. S., C.
Bill Posters and Billers.				
Bill posters and billers,	Boston,	Nov. 26, 1914	Nov. 26, 1917 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Blacksmiths.				
Blacksmiths, railroad,	Boston,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Blacksmiths, railroad,	Lowell,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Blacksmiths, railroad,	Norwood,	Mar. 17, 1916	- ³	H., A. ⁷
Blacksmiths,	Springfield,	Oct. 5, 1915	Oct. 5, 1917 ⁴	H., Arb. S. B. H., U. S.
		May 1, 1916	May 1, 1917 ⁴	
		Jun. 10, 1916	Jun. 10, 1917 ⁴	
Boilermakers.				
Boilermakers, railroad,	Boston,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Boilermakers, railroad,	Greenfield,	Jun. 10, 1916	Apr. 21, 1917	H. ⁷
Boilermakers, railroad,	Norwood,	Mar. 17, 1916	- ³	H., A. ⁷
Bookbinders.				
Bookbinders,	Boston,	- ⁸	Indefinite	W., H., Arb., U. S. ⁶
Bookbinders,	Boston,	Jan. 1, 1914	Jan. 1, 1918	W., H., Arb., U. S. ⁶
Bookbinders,	Cambridge,	Nov. 21, 1914	Nov. 21, 1916	W., H., Arb., U. S. ⁶

¹ Union shop card was accepted on different dates by the Master Barbers.² New wage scale was adopted by Local on June 5, 1916.³ On 30 days' notice.⁴ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁵ On 3 months' notice.⁶ Preference of employment is given to union members by notifying the union officials when any additional journeymen are needed.⁷ The working rules applicable to railroad employees contain many special subjects largely dependent upon the nature of the employment.⁸ Agreement was signed on different dates by the various publishers.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Bookbinders — Con.				
Bindery women,	Cambridge,	Jun. 2, 1913	Indefinite	} W., H., Arb., U. S. ¹
Bookbinders,	Norwood,	Oct. 1, 1913	Oct. 1, 1917	
Bindery women,	Norwood,	Jun. 24, 1915	Nov. 21, 1916	
		Oct. 1, 1913 ²	Oct. 1, 1917	} W., H., Arb., U. S. ¹
		Jun. 24, 1915	Nov. 21, 1916	
Boot and Shoe Workers. ³				
Boot and Shoe Workers, Mixed.				
Boot and shoe workers, mixed,	Abington,	-4	-6	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Avon,	-4	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Boston,	-4	-5	Arb. S. B., U. S., S.
Shoe workers, mixed,	Boston,	Jan. 1, 1916	Jan. 1, 1917	Arb., U. S.
Boot and shoe workers, mixed,	Braintree,	-4	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Bridgewater,	Dec. 1, 1909	Dec. 1, 1919	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Brockton,	-4	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Brookfield,	Aug. 1, 1913	Aug. 1, 1916	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Danvers,	Aug. 1, 1914	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Easton,	Jul. 1, 1914	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Framingham,	-5	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Holbrook,	-5	-6	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Holliston,	-5	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Lynn,	-4	-5	Arb. S. B., U. S., S.
Shoe workers, mixed,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ⁷	Arb. S. B., U. S.
Boot and shoe workers, mixed,	Middleborough,	Jan. 1, 1903	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Milford,	-4	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Natick,	-4	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	New Bedford,	Mar. 27, 1906	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	North Brookfield,	Dec. 20, 1902	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Randolph,	May 1, 1900	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Rockland,	-4	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Salem,	Sep. 25, 1909	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Stoneham,	-5	-5	Arb. S. B., U. S., S.
Shoe workers, mixed,	Wakefield,	Jun. 15, 1916	Jun. 15, 1917	Arb., U. S.
Boot and shoe workers, mixed,	Webster,	Jun. 1, 1906	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Weymouth,	-5	-5	Arb. S. B., U. S., S.
Boot and shoe workers, mixed,	Whitman,	-4	-5	Arb. S. B., U. S., S.
Cutters.				
Cutters,	Boston,	Jan. 1, 1916	Jan. 1, 1917	Arb., U. S.
Cutters,	Brockton,	Feb. 20, 1916	Feb. 20, 1918	W., H., A., Arb. S. B., U. S., S.
Cutters,	Haverhill,	-4	-5	Arb. S. B., U. S., S.
Sole leather cutters and sorters,	Haverhill,	-4	-5	Arb. S. B., U. S., S.
Cutters,	Lynn,	-4	-5	Arb. S. B., U. S., S.
Cutters,	Lynn,	Apr. 25, 1916	Apr. 25, 1917 ⁷	Arb. S. B., U. S.
Cutters,	North Adams,	-4	-7	Arb. S. B., U. S., S.
Cutters,	Salem,	-4	-	W., H., U. S.
Cutters,	Whitman,	-4	-5	Arb. S. B., U. S., S.
Edgemakers.				
Edge trimmers and setters,	Brookton,	-4	-5	Arb. S. B., U. S., S.
Edgemakers,	Salem,	Jul. 1, 1914	-	W.
Edgemakers,	Whitman,	-4	-5	Arb. S. B., U. S., S.

¹ Preference of employment is given to union members by notifying the union officials when any additional journeymen are needed.

² Price list.

³ Although the uniform arbitration agreements drawn up by the (National) Boot and Shoe Workers' Union and the United Shoe Workers of America in behalf of their affiliated local organizations and negotiated with individual employers do not specifically fix price lists, nevertheless, in determining the scale of prices and, in some instances, the hours of labor, the provisions governing the arbitration of any differences which may arise are observed, therefore the subject of wages and hours of labor are virtually covered by such contracts.

⁴ Dates on which contracts were made with the different shoe manufacturers varied.

⁵ On 3 months' notice.

⁶ No date reported.

⁷ Agreement to remain in force thereafter from year to year, until notice of ninety days is given by either party desiring to alter, amend, or annul the contract.

TABLE IV. — Analysis of Collective Agreements Reported as in Effect on July 1, 1916
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Boot and Shoe Workers — Con.				
<i>Lasters.¹</i>				
Lasters,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Lasters,	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Lasters,	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Lasting machine operators,	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Lasters,	Lynn,	-2	-3	Arb. S. B., U. S., S.
Lasters,	Marblehead,	Jul. 1, 1912	-5	Arb., U. S.
Lasters,	New Bedford,	Jan. 1, 1915	-3	Arb. S. B., U. S., S.
Lasters,	North Adams,	-2	-3	Arb. S. B., U. S., S.
Lasters,	Salem,	-2	-	W., H.
Lasters,	Whitman,	-2	-3	Arb. S. B., U. S., S.
<i>Stitchers.</i>				
Stitchers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Stitchers (women),	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Stitchers,	Lynn,	-2	-3	Arb. S. B., U. S., S.
Stitchers (McKay),	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Stitchers,	Lynn,	-2	-3	Arb. S. B., U. S., S.
Stitchers and cutters,	New Bedford,	-6	-3	Arb. S. B., U. S., S.
Stitchers,	North Adams,	Jun. 1, 1915	-3	Arb. S. B., U. S., S.
Stitchers,	Whitman,	-2	-3	Arb. S. B., U. S., S.
<i>Treers, Dressers, and Packers.</i>				
Dressers and packers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Treers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Packing-room employees,	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Treers,	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Packing-room employees,	Lynn,	Apr. 20, 1916	Apr. 20, 1917 ⁴	Arb. S. B., U. S.
Treers,	North Adams,	-2	-3	Arb. S. B., U. S., S.
Treers, dressers, and packers,	Whitman,	-2	-3	Arb. S. B., U. S., S.
<i>Turn Workmen.</i>				
Turn workmen,	Beverly,	-2	-7	W., H., U. S.
Turn workmen,	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Turn workmen,	Haverhill,	-2	-7	W., H., U. S.
Turn workmen,	Lynn,	-2	-7	W., H., U. S.
Turn workmen,	Marblehead,	-2	-7	W., H., U. S.
Turn workmen,	Wakefield,	May 1, 1916	May 1, 1917	W., H., U. S.
<i>Others.</i>				
Shoe repairers,	Boston,	-2	-3	Arb. S. B., U. S., S.
Finishers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Heelers, sluggers, breasters, and shavers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Shoe repairers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Skivers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Solefasteners and roughrounders,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Sole leather workers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Vampers,	Brockton,	-2	-3	Arb. S. B., U. S., S.
Machine operators,	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Machine workmen,	Haverhill,	-2	-3	W., H., U. S.
Sole leather workers,	Haverhill,	-2	-3	Arb. S. B., U. S., S.
Bottom finishers and buffers,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ⁴	Arb. S. B., U. S.
Buttonhole operators,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ⁴	Arb. S. B., U. S.
Goodyear operators,	Lynn,	-2	-3	Arb. S. B., U. S., S.
Goodyear operators,	Lynn,	Mar. 26, 1913	Mar. 26, 1918	W., A., Arb., U. S.
Sole leather workers,	Lynn,	Nov. 22, 1915	Nov. 22, 1917	Arb., U. S.

¹ A price list, effective on January 10, 1916, was adopted by the Lasters Federation of Southeastern Massachusetts (Boot and Shoe Workers).

² Dates on which contracts were made with the different shoe manufacturers varied.

³ On 3 months' notice.

⁴ Agreement to continue in force thereafter from year to year, until notice of ninety days is given by either party desiring to alter, amend, or annul the contract.

⁵ On 90 days' notice.

⁶ Date not reported.

⁷ Contracts are made for a period of one year.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Boot and Shoe Workers — Con.				
<i>Others — Con.</i>				
Stockfitters,	Lynn,	Mar. 1, 1916	Mar. 1, 1917 ¹	Arb. S. B., U. S.
Sole fasteners,	North Adams,	- ²	- ³	Arb. S. B., U. S., S.
Stockfitters,	North Adams,	- ²	- ³	Arb. S. B., U. S., S.
Shoe repairers,	Taunton,	- ²	- ³	Arb. S. B., U. S., S.
Bottlers and Drivers.				
Bottlers and drivers,	Boston,	Mar. 1, 1916	Mar. 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Chicopee,	May 1, 1915	May 1, 1917 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Holyoke,	May 1, 1916	May 1, 1917 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Lawrence,	Apr. 1, 1915	Apr. 1, 1916 ⁴	W., H., Arb., U. S.
Beer drivers,	Lowell,	May 1, 1916	May 1, 1919	W., H., Arb., U. S.
Bottlers,	Lowell,	May 1, 1916	May 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers,	New Bedford,	May 1, 1916	Apr. 30, 1919 ⁴	W., H., Arb., U. S.
Bottlers and drivers,	Pittsfield,	Apr. 1, 1913	Apr. 1, 1917 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Springfield,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Bottlers and drivers,	Worcester,	Mar. 1, 1916	Mar. 1, 1919 ⁴	W., H., Arb. S. B., Arb., U. S.
Brewery Workmen.				
Brewery workmen,	Boston,	Mar. 1, 1913	Mar. 1, 1917	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Boston,	Mar. 1, 1913	Mar. 1, 1917	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Fall River,	Jun. 1, 1915	Jun. 1, 1918 ⁴	W., H., A., Arb., U. S.
Brewery workmen,	Holyoke,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Lawrence,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Lowell,	May 23, 1916	May 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	New Bedford,	May 1, 1916	May 1, 1919 ⁴	W., H., A., Arb., U. S.
Brewery workmen,	Pittsfield,	Mar. 31, 1913	Apr. 1, 1917 ⁴	W., H., A., U. S.
Brewery workmen,	Springfield,	Apr. 1, 1916	Apr. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S.
Brewery workmen,	Worcester,	Mar. 1, 1916	Mar. 1, 1919 ⁴	W., H., A., Arb. S. B., Arb., U. S., San.
Bricklayers, Masons, and Plasterers.				
Bricklayers, masons, and plasterers,	Attleboro,	Apr. 1, 1914	Apr. 1, 1917	W., H.
Bricklayers, ⁵	Boston,	Jun. 1, 1916	Indefinite	- - -
Bricklayers, ⁵	Boston,	Jun. 1, 1916	Indefinite	- - -
Plasterers, operative,	Boston,	Jun. 1, 1914	Jun. 1, 1918	W., H., A., Arb.
Stone masons, ⁶	Boston,	Jun. 1, 1916	Indefinite	- - -

¹ Agreement to continue in force thereafter from year to year, until notice of ninety days is given by either party desiring to alter, amend, or annul the contract.

² Dates on which contracts were made with the different shoe manufacturers varied.

³ On 3 months' notice.

⁴ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

⁵ New agreement went into effect on this date, to remain in force until April 1, 1919.

⁶ Although no signed agreement exists between this Union and local Contractors, the Union has nevertheless been able to establish in the trade the Schedule of Wages and Working Rules which it has adopted for its members. Inasmuch as these rules were established with the tacit, if not formally expressed, assent of the employers, such acceptance has been regarded as having the binding effect of a more formal agreement.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Bricklayers, Masons, and Plasterers — Con.				
Bricklayers and plasterers,	Brockton,	Aug. 4, 1913 Jul. 20, 1917	Indefinite	W., H., A., Arb., U. S.
Bricklayers and masons,	Fitchburg,	Apr. 1, 1916		W., H., A., U. S. ¹
Bricklayers and plasterers,	Greenfield,	Apr. 1, 1915	Apr. 1, 1917	W., H., U. S.
Bricklayers and masons,	Haverhill,	May 1, 1916	May 1, 1917	W., H., A., Arb.
Bricklayers and plasterers,	New Bedford,	Oct. 16, 1916	Oct. 16, 1917	— ²
Plasterers,	Somerville,	Jun. 1, 1914	Jun. 1, 1918	W., H., A., Arb.
Bridge and Structural Iron Workers.				
Housesmiths and bridgemen,	Boston,	May 1, 1916	May 1, 1917	W., H., A., Arb.
Housesmiths and bridgemen,	Worcester,	May 1, 1915	May 1, 1917 ³	W., H., A., Arb.
Carmen, Railway.				
Railway carmen,	Boston,	Mar. 17, 1916	— ⁴	H., A. ⁵
Railway carmen,	Boston,	Mar. 17, 1916	— ⁴	H., A. ⁶
Railway carmen,	Boston,	Aug. 1, 1915	Indefinite	—
Railway carmen,	Lowell,	Jun. 10, 1916	Apr. 21, 1917 ³	H. ⁶
Carpenters.				
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters (bridge and building),	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters (cabinet makers and mill men), ⁷	Boston,	Mar. 29, 1913	— ⁴	H.
Carpenters (car builders),	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters (floor layers),	Boston,	Mar. 29, 1913	— ⁴	W., H.
Carpenters (shop and mill men),	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters (stair builders),	Boston,	Jun. 1, 1916	Indefinite	W., H.
Carpenters (wharf and bridge),	Boston,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Boston,	Jun. 1, 1915	Jun. 1, 1917	W., H., U. S.
Carpenters,	Brockton,	May 1, 1913	May 1, 1918	W., H., A., Arb.
Carpenters,	Brookline,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Cambridge,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Cambridge,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Chelsea,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Chelsea,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Chicopee,	Jul. 1, 1916	— ⁸	W., H., Arb., U. S.
Carpenters,	Dedham,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Everett,	Jul. 1, 1915 ⁶	Jun. 1, 1917	W., H.
Carpenters,	Fall River,	May 1, 1916	May 1, 1918	W., H., Arb. S. B.
Carpenters,	Fall River,	May 1, 1916	May 1, 1918	W., H., Arb. S. B.

¹ Preference of employment is given to union members.² Contractors signing this contract agree to abide by the Working and Trade Rules of the local organization and to give preference of employment to union members.³ Superseded by a new agreement on this date.⁴ On 30 days' notice.⁵ The working rules applicable to railroad employees contain many special subjects largely dependent upon the nature of the employment.⁶ Verbal agreement made between the Master Carpenters of the Master Builders' Association and Carpenters' District Council of Boston and vicinity.⁷ Agreement is applicable only to outside men engaged in setting up store fixtures, etc.⁸ On 60 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Carpenters — Con.				
Carpenters,	Fall River,	May 1, 1916	May 1, 1918	W., H., Arb. S. B.
Carpenters,	Fall River,	May 1, 1916	May 1, 1918	W., H., Arb. S. B.
Carpenters,	Franklin,	Jun. 1, 1916	Jun. 1, 1917	W., H., U. S. ¹
Carpenters,	Greenfield,	Apr. 1, 1916	Mar. 31, 1917 ²	W., H.
Carpenters,	Haverhill,	May 1, 1915	May 1, 1917 ²	W., H., A., Arb., U. S.
Carpenters,	Hingham,	Apr. 1, 1914	Indefinite	W., H., A.
Carpenters,	Holyoke,	Jun. 1, 1914	May 1, 1917	W., H., Arb.
Carpenters,	Holyoke,	Jun. 1, 1914	May 1, 1917	W., H., Arb.
Carpenters (millwrights),	Holyoke,	Jun. 15, 1916	Indefinite	-
Carpenters (shop and mill),	Lawrence,	Jul. 1, 1915	Indefinite	H., U. S.
Carpenters,	Lowell,	May 1, 1916	May 1, 1917	W., H., Arb.
Carpenters,	Lowell,	May 1, 1916	May 1, 1917	W., H., Arb.
Carpenters,	Lynn,	Apr. 1, 1916	Apr. 1, 1917	W. ³
Carpenters (mill men),	Lynn,	Apr. 1, 1916	Apr. 1, 1917	W. ⁴
Carpenters,	Malden,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters,	Marlborough,	Jun. 1, 1914	Indefinite	W., H.
Carpenters,	Medford,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters,	Milton,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters,	Nahant,	Apr. 1, 1916	Apr. 1, 1917	W. ³
Carpenters,	Northampton,	May 1, 1917	May 1, 1918	W., H., A., U. S.
Carpenters,	Revere,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters,	Saugus,	Apr. 1, 1916	Apr. 1, 1917	W. ³
Carpenters,	Somerville,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters,	Springfield,	Jul. 1, 1916	- ⁵	W., H., Arb., U. S.
Carpenters,	Springfield,	Jul. 1, 1916	- ⁵	W., H., Arb., U. S.
Carpenters,	Winthrop,	Jul. 1, 1915 ⁴	Jun. 1, 1917	W., H.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W., H., U. S.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W., H., U. S.
Carpenters,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W., H., U. S.
Carpenters, mill,	Worcester,	Jun. 1, 1916	Jun. 1, 1919	W., H., Arb., L. ⁷
Carpenters, mill,	Worcester,	- ⁶	-	W., H., Arb., L. ⁷
Carriage and Wagon Workers.				
Carriage, wagon, and automobile workers,	Boston,	Jan. 1, 1915	Indefinite	- - -
Carriage, wagon, and automobile workers, ⁸	Springfield,	Nov. 5, 1915	Indefinite	W., H.
Cigar Box Makers.				
Cigar box makers,	Boston,	Oct. 1, 1915	Sep. 30, 1920	W., H., U. S., L.
Cigar Makers.				
Cigar makers,	Boston,	Oct. 8, 1915	Indefinite	W.
Cigar makers,	Fall River,	Apr. 1, 1902	Indefinite	W.
Cigar makers,	Fitchburg,	—, 1901	Indefinite	W.
Cigar makers,	Haverhill,	—, 1900	Indefinite	W.
Cigar makers,	Holyoke,	Oct. 15, 1906	Indefinite	W., A.

¹ Preference of employment is given to union members.² New agreement went into effect on this date.³ It is mutually understood between Master Carpenters' Association of Lynn and vicinity and Carpenters' District Council of Lynn and vicinity that the working rules embodied in the constitution and by-laws of the latter organization shall govern the district.⁴ Verbal agreement was made between the Master Carpenters of the Master Builders' Association and Carpenters' District Council of Boston and vicinity.⁵ On 60 days' notice.⁶ Agreements are made for a period of one year from dates on which the different employers agree to use the union label.⁷ Upon signing agreement the employer agrees to comply with the laws of the Carpenters' District Council of Worcester and vicinity.⁸ Agreement was made between a local company and its employees as such, not as a labor organization.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree-ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Cigar Makers — Con.				
Cigar makers,	Lowell,	Oct. 1, 1886	Indefinite	W.
Cigar makers,	Lynn,	Jul. 2, 1906	Indefinite	W.
Cigar makers,	Marlborough,	Jul. 2, 1906	Indefinite	W., A.
Cigar makers,	Milford,	Jul. 2, 1906	Indefinite	W., A.
Cigar makers,	North Adams,	—, 1889 ¹	Indefinite	W.
Cigar makers,	Springfield,	Jun. 15, 1903	Indefinite	W.
Cigar makers,	Taunton,	Sep. 6, 1910	Indefinite	W.
Cigar makers,	Westfield,	Jun. 2, 1902 ²	Indefinite	W., A.
Cigar makers,	Worcester,	May 6, 1907 ³	Indefinite	W.
		Apr. 16, 1917		
Clerks, Railway.				
Railway clerks,	Boston,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Boston,	Jan. 11, 1913	-4	W., H.
Railway clerks,	Boston,	May 1, 1912	-4	W., H.
Railway clerks,	Fall River,	Jan. 11, 1913	-4	W., H.
Railway clerks,	Fitchburg,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Frammingham,	Jan. 11, 1913	-4	W., H.
Railway clerks,	Greenfield,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Lawrence,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Lowell,	Jan. 11, 1913	-4	W., H.
Railway clerks,	Lowell,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Lynn,	Jan. 1, 1912	-4	W., H.
Railway clerks,	New Bedford,	Jan. 11, 1913	-4	W., H.
Railway clerks,	North Adams,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Northampton,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Pittsfield,	May 1, 1912	-4	W., H.
Railway clerks,	Pittsfield,	Jan. 11, 1913	-4	W., H.
Railway clerks,	Salem,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Somerville,	Jan. 1, 1912	-4	W., H.
Railway clerks,	Springfield,	Jan. 1, 1912	-4	W., H.
		May 1, 1912		
		Jan. 11, 1913		
Railway clerks,	Worcester,	Jan. 1, 1912	-4	W., H.
		May 1, 1912		
		Jan. 11, 1913		
Clerks, Retail.				
Retail clerks,	Boston,	Jan. 1, 1916	Dec. 31, 1916	H., U. S., C.
Clothing and shoe clerks,	Brockton,	May 1, 1915	May 1, 1917	H., U. S., C.
Dry goods clerks,	Brockton,	Mar. 1, 1914	Mar. 1, 1917 ⁵	W., H., U. S., C.
Grocery and provision clerks,	Brockton,	Mar. 1, 1914	Mar. 1, 1917 ⁶	W., H., U. S., C.
Grocery and provision clerks,	Lynn,	Nov. 1, 1912	-7	H., U. S., C.
		Apr. 15, 1915		
Wholesale wine clerks,	Springfield,	Jan. 1, 1916	Jan. 1, 1917 ⁵	W., H., A., Arb., U. S.
Retail clerks,	Taunton,	Oct. 1, 1916	Indefinite	H.
Wholesale wine clerks,	Worcester,	Jan. 1, 1916	Jan. 1, 1919 ⁵	W., H., Arb. S. B., Arb., U. S.
Compositors.				
Compositors { newspaper, } { book and job, }	Boston,	Nov. 16, 1916 Apr. 1, 1916	Nov. 16, 1917 ⁵ Mar. 31, 1921	{ W., H., A., Arb., U. S. W., H., A., Arb., U. S., San. }
Compositors { newspaper, } { book and job, }	Brockton,	Oct. 24, 1914 Jan. 1, 1915	-7 Jan. 1, 1918 ⁵	W., H., A., U. S. W., H., A., Arb.
Compositors { newspaper, } { book and job, }	Fall River,	Jan. 1, 1916 Apr. 3, 1916	Dec. 31, 1919 -4	{ W., H., A., Arb., U. S., L.

¹ Revised in 1891.² Superseded by new Bill of Prices on March 19, 1917.³ Bill of Prices applicable to packers was adopted.⁴ On 30 days' notice.⁵ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁶ New agreement, for a period of one year, went into effect on April 1, 1917.⁷ On 60 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Compositors — Con.				
Compositors,	Fitchburg, . . .	Jan. 1, 1917	Dec. 31, 1918 ¹	W., H., A.
Compositors,	Greenfield, . . .	Feb. 23, 1913	Jun. 1, 1917	W., H., A., Arb., U. S., L.
Compositors,	Haverhill, . . .	Mar. 1, 1915	Indefinite	W., H., A.
Compositors,	Holyoke, . . .	Jan. 1, 1917	Jan. 1, 1922	W., H., A., U. S., San.
Compositors,	Lawrence, . . .	Jan. 3, 1916	Dec. 31, 1920 ¹	W., H., A., U. S. ²
Compositors { newspaper, book and job,	Lowell, . . .	Jan. 1, 1913	Dec. 31, 1917	W., H., A., U. S.
Compositors { newspaper, book and job,	Lynn, . . .	Feb. 3, 1913	— ³	W., H., A., Arb., U. S.
Compositors { newspaper, book and job,	Lynn, . . .	Jan. 24, 1915	Jul. 24, 1917	W., H., A., Arb., U. S.
Compositors, newspaper,	New Bedford, . . .	Mar. 1, 1916	Dec. 31, 1916	W., H., A., Arb., U. S.
		Nov. 1, 1913	Oct. 26, 1916 ⁴	W., H., A., Arb., U. S., L.
Compositors,	North Adams, . . .	Feb. 1, 1915	Jul. 1, 1917	W., H., A., Arb., U. S., L.
Compositors,	Northampton, . . .	Nov. 26, 1913	Indefinite	W., H., A., U. S., L.
Compositors,	Pittsfield, . . .	Apr. 1, 1916	Dec. 31, 1918	W., H., A., Arb., U. S.
Compositors { newspaper, book and job,	Springfield, . . .	Mar. 24, 1916	Mar. 24, 1921 ¹	W., H., A., Arb., U. S.
		Jan. 1, 1914	Indefinite	W., H., A., U. S., San.
Compositors,	Taunton, . . .	Sep. 1, 1912	{ Sep. 1, 1916 { Sep. 1, 1918	W., H., A., U. S.
Compositors, newspaper,	Worcester, . . .	Mar. 1, 1916	Feb. 28, 1919 ⁴	W., H., A., Arb., U. S.
Conductors, Railway.⁵				
Railway conductors,	Boston, . . .	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Boston, . . .	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Boston, . . .	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Fitchburg, . . .	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Springfield, . . .	Oct. 1, 1913	— ⁶	W., H. ⁷
Railway conductors,	Worcester, . . .	Oct. 1, 1913	— ⁶	W., H. ⁷

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² Employers accepting the contract agree to observe the laws of the local and the international typographical unions.

³ On 60 days' notice.

⁴ New contract in process of preparation.

⁵ An Act of Congress, approved by the President on September 3, 1916, provided, in brief, that, beginning January 1, 1917, eight hours should be deemed the standard or measure of a day's work for the purpose of reckoning the compensation of all employees of carriers engaged in interstate and foreign commerce, with certain specified exceptions. This Act, known as the "Adamson Act", called for the appointment of a commission of three which should observe the operation and effects of the institution of the eight-hour standard work day, during a period of not less than six months nor more than nine months, and within thirty days thereafter should report its findings to the President and Congress. Pending the report of this commission the compensation of railroad employees subject to the Act should not be reduced below the existing standard day's wage, and for all necessary time in excess of eight hours such employees should be paid at a rate not less than the pro rata for such standard eight hours of work. The courts have since been called upon to interpret certain provisions of this Act. On March 19, 1917, the Federal Supreme Court decided that the Adamson Act, establishing eight hours as the normal working day for railroad employees subject to the Act, and as a basis for the calculation of their wages in cases where that amount of time is exceeded, is constitutional and enforceable in every feature.

The Act has not as yet been fully applied but is awaiting the review and decisions of the Council of Committee on National Defense consisting of four members of the National Conference Committee of the Railways and the four Executive Heads of the Railway Labor Organizations.

⁶ On 30 days' notice.

⁷ Rules applicable to railway employees contain many special terms largely dependent upon the nature of the employment.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Cooks and Waiters.				
Waiters,	Boston,	Oct. 1, 1912	- ¹	W., H., U. S.
Waiters,	Boston,	Oct. 1, 1912	- ¹	W., H., U. S.
Marine cooks,	Boston,	Jul. 1, 1915	Jul. 1, 1917	W., U. S., San
Hotel and restaurant employees,	Brockton,	Apr. 15, 1916	Apr. 15, 1917	W., H., U. S., L.
Cooks and waiters,	Springfield,	Sep. 13, 1915	Sep. 12, 1917	W., H., U. S., C.
		Oct. 1, 1915	Indefinite	
Coopers.				
Coopers, brewery,	Boston,	Jun. 5, 1916	Jun. 5, 1919	W., H.
Coopers, brewery,	Worcester,	May 1, 1916	Apr. 30, 1921 ²	W., H., Arb., U. S.
Cutting Die and Cutter Makers.				
Cutting die and cutter makers,	Brockton,	Feb. 1, 1911	- ³	W., H., A., U. S.
Cutting die and cutter makers,	Haverhill,	Jan. 1, 1912	- ³	W., H., A., U. S.
Die cutters,	Lynn,	Jan. 1, 1911	- ³	W., H., A., U. S.
Cutting die and cutter makers,	Stoneham,	Jan. 1, 1912	- ³	W., H., A., U. S.
Cutting die and cutter makers,	Worcester,	Apr. 1, 1913	- ³	H., A., U. S.
Electrical Workers.				
Electrical workers,	Boston,	Jul. 1, 1914	Jul. 1, 1917	W., H., A., U. S.
Electrical workers,	Boston,	May 1, 1916	May 1, 1918	W., H., A., U. S.
Electrical workers,	Brockton,	Oct. 1, 1916	- ⁴	W., H., A., Arb., U. S.
Electrical workers,	Fall River,	Dec. 18, 1916	May 1, 1918	W.
Electrical workers,	Fitchburg,	May 1, 1917		
Electrical workers,	Fitchburg,	Jul. 1, 1916	Jul. 1, 1919 ²	W., H., A., U. S.
Electrical workers,	Haverhill,	Jun. 12, 1916	Jun. 12, 1919 ²	W., H., A., U. S.
Electrical workers,	Holyoke,	Feb. 1, 1913	- ³	W., H., U. S.
Electrical workers,	Lawrence,	Sep. 1, 1916	Sep. 1, 1918 ²	W., H., A., U. S.
Electrical workers,	Lowell,	Apr. 10, 1916	Apr. 10, 1917 ²	W., H., A., U. S.
Electrical workers,	Lynn,	Jul. 19, 1916	Jul. 19, 1917 ²	W., H., A., U. S. ⁴
Electrical workers,	Lynn,	Aug. 9, 1916	Aug. 9, 1917	W., H., A.
Electrical workers,	New Bedford,	May 1, 1916	May 1, 1919 ²	W., H., A., U. S.
Electrical workers,	Northampton,	Jan. 1, 1916	Jan. 1, 1917 ²	W., H., A., Arb., U. S.
Electrical workers,	Quincy,	Jun. 1, 1916	Jul. 1, 1917	W., H., A.
Electrical workers,	Salem, ⁵	Apr. 15, 1916	Apr. 15, 1917	W., H., A., Arb., U. S.
Electrical workers,	Springfield,	Sep. 1, 1916	Sep. 1, 1917 ²	W., H., A., Arb., U. S.
Electrical workers,	Taunton,	Aug. 1, 1916	- ⁴	W., H., A., U. S.
Electrical workers,	Worcester,	May 1, 1916	May 1, 1919	W., H., A., Arb., U. S.
Elevator Constructors.				
Elevator constructors,	Boston,	May 6, 1916	May 6, 1919	W., H., A., Arb., U. S.
Elevator constructors,	Springfield,	May 1, 1914	May 1, 1918	W., H., A., Arb., U. S.

¹ On 15 days' notice.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ On 30 days' notice.⁴ On 60 days' notice.⁵ If, upon demand, the union is unable to furnish a sufficient number of union workmen, the contractor may employ such men as he sees fit.⁶ Including also Beverly, Danvers, Hamilton, Manchester, Marblehead, Peabody, and Wenham.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Engineers, Locomotive.¹				
Locomotive engineers,	Boston,	May 1, 1912 ²	-3	W., H.
Locomotive engineers,	Boston,	May 1, 1912	-3	W., H.
Locomotive engineers,	Boston,	May 1, 1912 ²	-3	W., H.
Locomotive engineers,	Fitchburg,	May 1, 1912 ²	-3	W., H.
Locomotive engineers,	Greenfield,	May 1, 1912 ²	-3	W., H.
Locomotive engineers,	Springfield,	May 1, 1912 ²	-3	W., H.
Locomotive engineers,	Worcester,	May 1, 1912	-3	W., H.
Engineers, Steam.				
Engineers { brewery, { mercantile, }	Boston,	Mar. 1, 1913 Jan. 1, 1914	Mar. 1, 1917 ⁴ Indefinite	{ W., H., Arb. S. B., { Arb., U. S.
Engineers, coal hoisting,	Boston,	Nov. 1, 1915	Oct. 31, 1917	W., H., U. S. ⁶
Engineers, coal hoisting supervisors,	Boston,	Nov. 22, 1913	-3	W., H.
Engineers, hoisting and portable, ⁵	Boston, ⁷	Feb. 1, 1916	Indefinite	W., H.
Engineers, mercantile,	Boston,	Jul. 1, 1916	Indefinite	W., H.
Engineers, steam,	Brockton,	Oct. 12, 1912 ³	-3	W., H., Arb., U. S.
Engineers, brewery,	Fall River,	Aug. 1, 1916	Aug. 1, 1919 ⁹	W., H., Arb. S. B., { Arb., U. S.
Engineers, steam,	Lowell,	Jul. 1, 1916	Indefinite	W., H.
Engineers, steam,	Milford,	Apr. 1, 1912	Apr. 1, 1917	W., H., U. S., San.
Engineers, brewery,	New Bedford,	May 1, 1916	May 1, 1918	W., H., Arb. S. B., { Arb., U. S.
Engineers, steam,	Quincy,	May 15, 1916	Indefinite	W., H., Arb., San.
Engineers, hoisting and portable,	Rockport,	Mar. 1, 1916	Mar. 1, 1920 ⁹	W., H., Arb.
Engineers, steam,	Salem,	Jul. 1, 1916	Indefinite	W., H.
Engineers, hoisting and portable,	Springfield,	May 1, 1916	Indefinite	W., H.
Engineers, brewery,	Worcester,	Mar. 1, 1916	Mar. 1, 1919 ⁹	W., H., Arb. S. B., { Arb., U. S.
Firemen, Locomotive.¹				
Locomotive firemen and enginemen,	Boston,	May 3, 1913 Feb. 1, 1914	-3	W., H.
Locomotive firemen and enginemen,	Boston,	Apr. 23, 1913 Sep. 27, 1913	-3	W., H.
Locomotive firemen and enginemen,	Boston,	May 3, 1913 Nov. 21, 1914	-3	W., H.
Locomotive firemen and enginemen,	Fitchburg,	May 3, 1913 Nov. 21, 1914	-3	W., H.
Locomotive firemen and enginemen,	Greenfield,	May 3, 1913 Nov. 21, 1914	-3	W., H.
Locomotive firemen and enginemen,	Springfield,	May 3, 1913 Nov. 21, 1914	-3	W., H.
Locomotive firemen and enginemen,	Springfield,	May 3, 1913 Feb. 1, 1914	-3	W., H.
Locomotive firemen and enginemen,	Taunton,	May 3, 1913 Feb. 1, 1914	-3	W., H.
Locomotive firemen and enginemen,	West Springfield,	Apr. 23, 1913 Sep. 27, 1913	-3	W., H.
Locomotive firemen and enginemen,	Worcester,	May 3, 1913 Nov. 21, 1914	-3	W., H.

¹ See note 5, p. 220.² Rates of pay went into effect on May 1, 1912; awards regarding "Held Away from Home Terminal and Final Terminal Delay" on November 1, 1912; other rules applicable to engineers employed on the Boston and Albany Railroad on January 1, 1913; other rules applicable to engineers on the Boston and Maine Railroad on November 1, 1913.³ On 30 days' notice.⁴ New agreement for a term of three years went into effect on this date.⁵ Preference of employment is given to union members.⁶ Although no signed agreements exist between this Union and local contractors, the union has nevertheless been able to establish in the trade the Schedule of Wages and Working Rules which it has adopted for its members. Inasmuch as these rules were established with the tacit, if not formally expressed, assent of the employers, such acceptance has been regarded as having the binding effect of a more formal agreement.⁷ With jurisdiction over Haverhill, Lawrence, Lowell, Lynn, New Bedford, Salem, Taunton, and Worcester.⁸ Superseded by new agreement on June 1, 1917.⁹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Firemen, Stationary.				
Stationary firemen, breweries, . . .	Boston, . . .	Mar. 1, 1916	Mar. 1, 1919 ¹	W., H., Arb. S. B., Arb., U. S.
Stationary firemen,	Brockton, . . .	Aug. 24, 1916	Indefinite	W., H., Arb., U. S.
Stationary firemen,	Lawrence, . . .	Feb. 11, 1917 Jul. 1, 1916	- ² Jul. 1, 1918	- - -
Stationary firemen, breweries, . . .	Lowell, . . .	May 1, 1914 Jul. 20, 1916	May 1, 1917 ¹ Feb. 21, 1917 ¹	W., H., Arb. S. B., Arb., U. S. W., H., U. S.
Stationary firemen,	Lynn, . . .	Jan. 1, 1916	- ²	W., H., Arb.
Stationary firemen,	New Bedford, . .	May 1, 1916	May 1, 1918 ¹	W., H., Arb. S. B., Arb., U. S.
Stationary firemen { breweries, theatres, }	Worcester, . . .	Mar. 1, 1916 Sep. 1, 1914	Mar. 1, 1919 - ²	W., H., Arb. S. B., Arb., U. S. W., H., Arb., U. S.
Freight Handlers and Clerks.				
Freight handlers, dock,	Boston, . . .	May 11, 1916	Indefinite	- - -
Freight handlers, dock,	Boston, . . .	Feb. 21, 1914	Indefinite	H.
Fur Workers.				
Fur workers,	Boston, . . .	Oct. 1, 1914	Jan. 1, 1917 ³	W., H., U. S., San.
Garment Workers.				
Cloak makers,	Boston, . . .	Mar. 8, 1913	Indefinite	{ W., H., Arb., U. S., San.
Clothing workers,	Boston, . . .	Aug. 31, 1915 Jun. 6, 1916		
Coat makers,	Boston, . . .	Mar. 8, 1915	Mar. 8, 1917	W., H., Arb., U. S., L. San.
Coat makers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Cutters, ladies' garment,	Boston, . . .	Feb. 9, 1916	Indefinite	W., H., A., Arb., U. S., San.
Cutters and trimmers,	Boston, . . .	Aug. 21, 1911 Nov. 8, 1911	Indefinite Nov. 8, 1916	{ W., H., A., U. S. ⁵ W., H., Arb. S. B., Arb., U. S., L., San.
Cutters and trimmers,	Boston, . . .	Mar. 8, 1915		
Overall workers,	Boston, . . .	Apr. 1, 1912	Apr. 1, 1917	W., H., Arb., U. S., L. San.
Pants makers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Pressers, coat and piece,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Pressers, skirt and cloak,	Boston, . . .	Feb. 9, 1916	Indefinite	W., H., A., Arb., U. S., San.
Raincoat makers,	Boston, . . .	Jul. 15, 1916	Jul. 15, 1917 ¹	W., H., Arb., U. S.
Shirt waist makers,	Boston, . . .	Feb. 9, 1916 ⁶	Indefinite	W., H., A., Arb., U. S., San.
Skirt and dressmakers,	Boston, . . .	Feb. 9, 1916	Indefinite	W., H., A., Arb., U. S., San.
Tailors, custom,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Vest makers,	Boston, . . .	Jun. 6, 1916	Jun. 6, 1917	W., H., Arb., ⁴ U. S., San.
Overall workers,	North Brookfield, .	Feb. 1, 1913	Indefinite	W.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² On 30 days' notice.

³ New agreement pending.

⁴ The clause providing for the establishment of a board of arbitration, to whom matters in controversy may be referred, was contained in the agreement made with the Clothiers Association only.

⁵ Preference of employment is given to union members.

⁶ Awards were made by an arbitrator on March 21, 1917, in the matter of certain questions at issue relative to the wage scale and several other working rules contained in the agreement.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Gold Beaters.				
Gold beaters,	Boston,	May 1, 1916	May 1, 1917	W.
Granite Cutters.¹				
Granite cutters,	Boston,	Apr. 1, 1916	Apr. 1, 1921 ²	W., H., A., U. S., San.
Granite cutters,	Brockton,	Mar. 1, 1916	Mar. 1, 1921 ²	W., H., A., Arb., San.
Granite cutters,	Chelmsford,	May 1, 1916	May 1, 1921 ²	W., H., A., Arb., U. S., San.
Granite cutters,	Chester,	Mar. 1, 1911	Mar. 1, 1916 ²	W., H., A., Arb., San.
Granite cutters,	Fall River,	May 1, 1913	May 1, 1917 ²	W., H., A., Arb., San.
Granite cutters,	Fitchburg,	May 1, 1916	May 1, 1921 ²	W., H., A., Arb., U. S., San.
Granite cutters,	Gloucester and Rockport,	May 1, 1916	Mar. 1, 1921 ²	W., H., A., Arb., San.
Granite cutters,	Holyoke and Springfield,	May 1, 1916	May 1, 1918 ²	W., H., A., U. S., San.
Granite cutters,	Lawrence,	Mar. 1, 1913	Mar. 1, 1917	W., H., Arb., U. S., San.
Granite cutters,	Lowell,	May 1, 1913	May 1, 1917 ²	W., H., A., Arb., San.
Granite cutters,	Lynn,	Apr. 1, 1913	Apr. 1, 1917	W., H., A., Arb., U. S., San.
Granite cutters,	Marlborough, ³	Mar. 1, 1916	Mar. 1, 1919 ²	W., H., A., Arb., U. S., San.
Granite cutters,	Milford,	Apr. 1, 1912	Apr. 1, 1917 ²	W., H., A., U. S., San.
Granite cutters,	Monson,	Apr. 1, 1913	Apr. 1, 1917 ²	W., H., A., Arb., San.
Granite cutters,	New Bedford,	Apr. 1, 1916	Apr. 1, 1917 ²	W., H., A., U. S., San.
Granite cutters,	Quincy,	Mar. 1, 1916	Mar. 1, 1921 ²	W., H., A., Arb., San.
Granite cutters,	Townsend,	May 15, 1915	May 1, 1917 ²	W., H., Arb., San.
Granite cutters,	Westford,	May 1, 1916	May 1, 1917 ²	W., H., Arb., San.
Granite cutters,	Worcester,	May 1, 1912	May 1, 1917 ²	W., H., A., U. S., San.
Hat and Cap Makers.				
Cap cutters and blockers,	Boston,	Jul. 10, 1916	Jul. 10, 1917	W., H., Arb., U. S., L.
Cloth hat and cap makers,	Boston,	Jul. 10, 1916	Jul. 10, 1917	W., H., Arb., U. S., L.
Hatters,	Boston,	Jun. 1, 1915	Jun. 1, 1917	- - -
Hod Carriers and Building Laborers.				
Plasterers' tenders,	Boston,	Jun. 1, 1916	Jun. 1, 1917	W., H., Arb.
Hod carriers and building laborers,	Boston,	Jul. 15, 1916	May 31, 1917 ⁴	W., H., Arb., U. S. ⁵
Hod carriers and building laborers,	Boston,	Jul. 15, 1916	May 31, 1917 ⁴	W., H., Arb., U. S. ⁵
Building laborers,	Brockton,	Jun. 27, 1916 ⁴	Indefinite	W.
Hod carriers and building laborers,	Haverhill,	Apr. 1, 1917	Apr. 30, 1918	W., H., U. S. ⁵
Building laborers,	Holyoke,	May 1, 1916	May 1, 1917	W., H.
Building laborers,	Newton,	May 1, 1914	Indefinite	W.
Hod carriers and building laborers,	Quincy,	May 7, 1914	Indefinite	W., H.

¹ Includes also granite polishers and tool sharpeners.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ Granite cutters employed in this locality are members of the Quincy union.⁴ Superseded by new agreement which went into effect on June 1, 1917, to continue in force until May 31, 1918.⁵ Employers signing the contract agree to give preference of employment to such workmen as are under the jurisdiction of the International Hod Carriers, Building and Common Laborers' Union of America.⁶ In settlement of a controversy, agreement between parties concerned was made on this date, to become effective on August 1, 1916, and followed a joint application for arbitration to the State Board of Conciliation and Arbitration.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Horseshoers.				
Horseshoers,	Boston,	May 5, 1916	May 5, 1919	W., H., A., U. S.
Horseshoers,	Worcester,	May 1, 1916	May 1, 1917	W., H., U. S., L.
Insulators and Asbestos Workers.				
Insulators and asbestos workers,	Boston,	Aug. 2, 1915	Jan. 1, 1918	W., H., A., Arb., U. S.
Lamplighters.				
Lamplighters,	Boston,	Feb. 1, 1914	Indefinite	W., H., Arb., U. S.
Lathers, Wood, Wire, and Metal.				
Lathers,	Boston,	Jul. 1, 1915	May 1, 1917	W., H., A., U. S.
Lathers,	Holyoke,	Jun. 1, 1915	Indefinite	W., H.
Lathers,	Springfield,	Jun. 1, 1917	Jun. 1, 1918	W., H.
Lathers,	Worcester,	May 1, 1915	Jun. 1, 1917 ¹	W., H., A., U. S.
Laundry Workers.				
Laundry workers,	Brockton,	May 1, 1916	Apr. 30, 1917	W., H., A., Arb., S. B., U. S. ²
Laundry workers,	Haverhill,	May 1, 1916	May 1, 1917	W., H., A., Arb., U. S., L.
Leather Workers.				
Leather workers on horse goods,	Boston,	Apr. 15, 1916	{ Apr. 14, 1917 Apr. 15, 1918 }	{ W., H., Arb. U. S., C. }
Leather workers,	Lowell,	May 1, 1916	May 1, 1917 ³	W., H., Arb. S. B., U. S.
Longshoremen.				
Coal handlers,	Boston,	Apr. 24, 1915	Jan. 1, 1916 ³	W., H., Arb.
Longshoremen,	Boston,	May 26, 1916	Sep. 30, 1917	W., H., Arb., U. S.
Longshoremen,	Boston,	May 26, 1916	Sep. 30, 1917	W., H., Arb., U. S.
Longshoremen,	Boston,	May 26, 1916	Sep. 30, 1917	W., H., Arb., U. S.
Machinists.				
Machinists,	Boston,	Jun. 13, 1916	Jun. 13, 1917 ³	W., H., A., U. S.
Machinists, railroad,	Boston,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵
Machinists' helpers, railroad,	Boston,	Jun. 10, 1916	Jun. 10, 1917	- - -
Machinists, railroad,	Boston,	Mar. 17, 1916	- ⁴	H., A. ⁵
Machinists, railroad,	Boston,	Mar. 17, 1916	- ⁴	H., A. ⁵
Machinists' helpers, railroad,	Boston,	Mar. 17, 1916	- ⁴	H., A. ⁵
Machinists,	Brockton,	Apr. 1, 1916	Apr. 1, 1917	W., H., U. S.
Machinists, railroad,	Fitchburg,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵
Machinists, railroad,	Greenfield,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵
Machinists, railroad,	Lowell,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵
Machinists' helpers, railroad,	Lowell,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵
Machinists,	Lowell,	{ Jun. 1, 1916 Feb. 21, 1916 }	{ Jun. 1, 1917 ³ Feb. 21, 1917 ³ }	{ W., H., A., U. S. ⁶ W., H., A., U. S. }
Machinists, fixers,	Lowell,	Jul. 24, 1916	Feb. 21, 1917 ³	W., H., A., U. S.
Machinists,	Ludlow,	Oct. 25, 1915	Nov. 1, 1916	W.
Machinists,	Springfield,	Oct. 5, 1915	Oct. 5, 1917 ³	H., Arb. S. B.
Machinists, railroad,	Springfield,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵
Machinists, railroad,	Taunton,	Mar. 17, 1916	- ⁴	H., A. ⁵
Machinists,	Worcester,	{ Jun. 2, 1916 Jun. 22, 1916 }	{ Jun. 2, 1917 Jul. 1, 1917 }	{ W., H., A., Arb., U. S. }
Machinists, railroad,	Worcester,	Jun. 10, 1916	Apr. 21, 1917 ¹	H. ⁵

¹ Superseded by new agreement on this date.² When hiring help employers agree to give preference to union members in good standing or persons willing to become members at the next regular meeting of the union.³ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁴ On 30 days' notice.⁵ Also many other rules largely dependent upon the special nature of the employment.⁶ Workmen who had been in the employ of the company for five years prior to the signing of the agreement were not required to join the union.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Mailers.				
Mailers,	Boston,	Nov. 24, 1914	Nov. 24, 1918	W., H., A., Arb., U. S.
Maintenance of Way Employees.				
Maintenance of way employees,	Boston,	Apr. 8, 1916 ¹	- ²	W., H.
Bridge and building department employees,	Boston,	{ Aug. 16, 1915 Jun. 17, 1916 ³	- ²	W., H.
Signal department employees,	Boston,	Apr. 15, 1916	Apr. 15, 1917	W., H.
Track men,	Boston,	Mar. 11, 1916	- ²	W., H.
Maintenance of way employees,	Fitchburg,	Apr. 8, 1916 ¹	- ²	W., H.
Maintenance of way employees,	Lawrence,	Apr. 8, 1916 ¹	- ²	W., H.
Maintenance of way employees,	Lowell,	Apr. 8, 1916 ¹	- ²	W., H.
Maintenance of way employees,	North Adams,	Apr. 8, 1916 ¹	- ²	W., H.
Maintenance of way employees,	Northampton,	Apr. 8, 1916 ¹	- ²	W., H.
Maintenance of way employees,	Pittsfield,	Mar. 11, 1916	- ²	W., H.
Maintenance of way employees,	Salem,	Apr. 8, 1916 ¹	- ²	W., H.
Track men,	Springfield,	Mar. 11, 1916	- ²	W., H.
Maintenance of way employees,	Worcester,	Apr. 8, 1916 ¹	- ²	W., H.
Track men,	Worcester,	Mar. 11, 1916	- ²	W., H.
Marble, Mosaic, Terrazzo, and Composite Workers.				
Marble, mosaic, terrazzo, and composite workers,	Boston,	Jan. 1, 1916	Jan. 1, 1917 ⁴	W., H., U. S.
Meat Cutters and Butcher Workmen.				
Meat cutters and butcher workmen,	Cambridge,	Feb. 7, 1916	Jan. 1, 1917	W., H.
Sausage makers,	Cambridge,	May 1, 1914	Indefinite	W., H., U. S.
Sausage makers,	Springfield,	Feb. 7, 1916	Jan. 1, 1917	W., H.
Metal Polishers, Buffers, and Platers.				
Metal polishers, buffers, and platers,	Boston,	Apr. 1, 1913	May 1, 1917 ⁵	W., H., A., Arb., U. S., L.
Metal polishers, buffers, and platers,	Springfield,	Oct. 5, 1915	Oct. 5, 1917 ⁶	H., Arb. S. B.
Metal polishers,	Worcester,	Jul. 1, 1915	Jul. 1, 1916	W., H., A., Arb., U. S.
Molders and Coremakers.				
Molders, iron,	Chelsea,	Jan. 1, 1916	Jan. 1, 1917	W., H., A., Arb., L.
Molders, iron,	Chicopee,	Mar. 1, 1916	Feb. 28, 1917 ⁶	W., H.
Molders, iron,	Fall River,	Mar. 13, 1916	Mar. 13, 1917	- - -
Molders, iron,	Holyoke,	Mar. 1, 1916	Feb. 28, 1917 ⁶	W., H.
Molders,	Lowell,	Jan. 1, 1916	Jan. 1, 1919 ⁶	W., H., A.
Molders, brass,	Springfield,	Mar. 1, 1916	Feb. 28, 1917 ⁶	W., H.
Molders, iron,	Springfield,	Mar. 1, 1916	Feb. 28, 1917 ⁶	W., H.
Molders,	Taunton,	Jan. 1, 1915	Dec. 31, 1916	W., H., A., Arb., L.
Molders, iron,	Wakefield,	Jan. 1, 1916	Jan. 1, 1917	- - -
Molders, iron,	Watertown,	Jan. 1, 1916	Dec. 31, 1916	W., H., A., Arb., L.
Musicians.				
Musicians,	Lawrence,	Sep. 1, 1916	May 1, 1917	W., H.
Musicians,	Lowell,	- - -	Indefinite	W.
Musicians,	Natick,	Apr. 1, 1916	Apr. -, 1917	W., U. S.

¹ Rates of pay were increased in June, 1916.² On 30 days' notice.³ General rules and increased rates of pay applicable to *foremen* in the department went into effect on this date.⁴ New agreement became effective on this date.⁵ Superseded on this date by a new agreement to continue in force until April 1, 1918.⁶ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Painters, Decorators, and Paperhangers.				
Glaziers {shop men, outside men, }	Boston, . . .	Jan. 2, 1917	Jan. 2, 1918	- - -
Paperhangers,	Boston, . . .	Mar. 1, 1917	Jun. 1, 1920	W., H., A.
Sign writers,	Boston, . . .	Sep. 1, 1916	Indefinite	W., H.
Painters, decorators, and paperhangers,	Boston, . . .	May 1, 1917	May 1, 1918	W., H., A., U. S., L.
Painters,	Brookton, . . .	Apr. 1, 1916	May 8, 1917 ¹	W., H., Arb., U. S.
Painters,	Chelsea, . . .	May 1, 1916	May 1, 1917	U. S. ²
Painters,	Framingham, . . .	Apr. 1, 1916	Apr. 1, 1917	W., H.
Painters,	Gardner, . . .	May 1, 1916	May 1, 1917	W., H., Arb., U. S., C.
Painters,	Gloucester, . . .	Jun. 1, 1916	Jun. 1, 1917	W., H., A., Arb., U. S.
Painters,	Haverhill, . . .	Jan. 1, 1916	Dec. 31, 1918 ³	W., H., Arb., U. S.
Painters, decorators, and paperhangers,	Holyoke, . . .	May 1, 1916	Indefinite	W., H.
Painters, decorators, and paperhangers,	Lowell, . . .	Apr. 1, 1916	Apr. 1, 1918	W., H., U. S.
Painters, decorators, and paperhangers,	Medford, . . .	Apr. 1, 1916	Mar. 31, 1917	W., H., A., U. S.
Painters and paperhangers,	Milford, . . .	May 1, 1914	Indefinite	W., H.
Painters, decorators, and paperhangers,	Natick, . . .	Apr. 1, 1914	Apr. 1, 1917	W., H., U. S.
Painters, decorators, and paperhangers,	New Bedford, . . .	Apr. 1, 1916	Apr. 16, 1917 ¹	W., H., A., U. S.
Painters, decorators, and paperhangers,	Newton, . . .	Apr. 17, 1916	Apr. 1, 1918	W., H., Arb., U. S.
Painters, decorators, and paperhangers,	Salem, . . .	Jul. 1, 1914	Indefinite	W., H.
Painters, decorators, and paperhangers,	Springfield, . . .	May 1, 1916	May 1, 1917 ³	W., H., A., Arb., U. S., C.
Painters, decorators, and paperhangers,	Westborough, . . .	Apr. 1, 1914	Mar. 1, 1917 ¹	W., H.
Painters, decorators, and paperhangers,	Westfield, . . .	Apr. 1, 1915	Apr. 1, 1917	W., H.
Painters, decorators, and paperhangers,	Winchester, . . .	Apr. 1, 1914	Apr. 1, 1917	W., H., A., Arb., U. S.
Painters, decorators, and paperhangers,	Worcester, . . .	Apr. 1, 1913	Apr. 1, 1917	W., H., U. S.
Paperhangers,	Worcester, . . .	Apr. 1, 1916	Apr. 1, 1918 ³	W.
Paper Makers.				
Pulp, sulphite, and paper mill workers,	Northampton, . . .	Jan. 5, 1916	- ⁴	H., U. S.
Pattern Makers.				
Pattern makers,	Boston, . . .	Mar. 31, 1916	Jan. 1, 1917	W., H., A., U. S.
Pattern makers,	Springfield, . . .	May 1, 1916	May 1, 1917	W., H., A., U. S.
Paving Cutters.				
Paving cutters,	Chelmsford, . . .	May 1, 1916	May 1, 1920 ³	W., Arb.
Paving cutters,	Fall River, . . .	May 1, 1916	May 1, 1918	W., H., Arb., U. S.
Paving cutters,	Gloucester, . . .	May 1, 1916	Mar. 1, 1921 ³	W., Arb.
Paving cutters,	Leominster, . . .	Jul. 1, 1915	Apr. 1, 1917 ²	W., H., Arb., U. S.
Paving cutters,	Rockport, . . .	May 1, 1916	Mar. 1, 1921 ³	W., Arb.

¹ Superseded on this date by a new agreement.² Employers signing the contract agreed to pay the prevailing rate of union wages.³ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.⁴ On 30 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Photo-engravers.				
Photo-engravers,	Boston, . . .	Mar. 15, 1912	Mar. 14, 1917	W., H., A., Arb., U. S.
Photo-engravers,	Springfield, . . .	Mar. 1, 1916	Mar. 1, 1917 ¹	W., H., A., Arb., U. S.
Plumbers, Steam Fitters, Gas Fitters, and Helpers.				
Gas fitters, fixture fitters, and hangers,	Boston, . . .	Jun. 1, 1915	Jan. 31, 1917	W., H., A., U. S.
Plumbers,	Boston, . . .	Mar. 20, 1916 ²	Dec. 31, 1918	W., H., A., U. S.
Steam and sprinkler fitters,	Boston, . . .	Sep. 1, 1914	Sep. 1, 1917 ¹	W., H., A., Arb., U. S.
Steam fitters' helpers,	Boston, . . .	Sep. 1, 1915	Sep. 1, 1917	W., H.
Plumbers,	Brockton, . . .	May 1, 1912	May 1, 1917	W., H., A., Arb., U. S.
Steam and gas fitters,	Brockton, . . .	May 1, 1915	May 1, 1919	W., H., A., Arb., U. S.
Plumbers,	Fall River, . . .	Jun. 1, 1915	Jun. 1, 1918	W., H., A., Arb.
Steam fitters and helpers,	Fall River, . . .	Jul. 19, 1915	Jan. 1, 1917	W., H., A., U. S.
Plumbers and steam fitters,	Gloucester, . . .	May 1, 1914	- ³	-
Plumbers, steam, and gas fitters,	Greenfield, . . .	Mar. 31, 1917	Apr. 1, 1918	W., H.
Plumbers, gas fitters, and steam fitters,	Haverhill, . . .	Jul. 1, 1916	May 1, 1919 ¹	W., H., A., Arb., U. S.
Plumbers and gas fitters,	Holyoke, . . .	Jun. 1, 1913	- ⁴	W., H., A., Arb.
Plumbers and steam fitters,	Lawrence, . . .	Sep. 1, 1916	Apr. 30, 1917	W., H., A., Arb., U. S.
Steam fitters, sprinkler fitters, and gas fitters,	Lowell, . . .	Oct. 19, 1916	Oct. 1, 1918	W., H., U. S.
Plumbers,	Lynn, . . .	May 1, 1915	May 1, 1917	W., H., A., U. S.
Steam fitters and gas fitters,	Lynn, . . .	May 1, 1916	May 1, 1917	W., H., A., U. S.
Plumbers and steam fitters,	Malden, . . .	Jun. 1, 1916	Jun. 1, 1918	W., H., A., Arb., U. S.
Plumbers,	Milford, . . .	May 1, 1913	Indefinite	W., H.
Plumbers and steam fitters,	Natick, . . .	May 1, 1914	Apr. 30, 1916 ¹	W., H., A., Arb., U. S.
Plumbers,	New Bedford, . . .	May 1, 1915	May 1, 1920	W., H.
Steam fitters,	New Bedford, . . .	Nov. 1, 1916	Nov. 1, 1917 ¹	W., H., A., U. S.
Plumbers, steam fitters, and gas fitters,	Northampton, . . .	Aug. 1, 1914	Apr. 1, 1918 ¹	W., H., A., U. S.
Plumbers, gas fitters, steam fitters, and steam fitters' helpers,	Quincy, . . .	May 1, 1912	May 1, 1916	-
Plumbers,	Salem, . . .	Jul. 12, 1915	Jul. 12, 1920	W., H., A., Arb.
Plumbers,	Springfield, . . .	Sep. 1, 1916	Jul. 1, 1918	W., H., A., Arb., U. S.
Steam fitters,	Springfield, . . .	Jul. 17, 1916	Jul. 1, 1920	W., H., Arb., U. S.
Plumbers, gas fitters, steam fitters, and helpers,	Taunton, . . .	Jul. 1, 1915	Jul. 1, 1918 ¹	W., H.
Plumbers, gas fitters, steam fitters, and steam fitters' helpers,	Wakefield, . . .	May 1, 1915	May 1, 1918	W., H., Arb., U. S.
Plumbers,	Westfield, . . .	Jul. 1, 1916	May 1, 1917	W., H., A.
Plumbers,	Woburn, ⁵ . . .	May 1, 1916	Apr. 30, 1918	W., H., A., U. S.
Plumbers,	Worcester, . . .	May 1, 1912	May 1, 1917 ⁶	W., H.
Steam fitters, gas fitters, and helpers,	Worcester, . . .	Sep. 1, 1916	Jun. 1, 1919	W., H., A., U. S. ⁷
Printing Pressmen.				
Press feeders and helpers,	Boston, . . .	Jun. 1, 1913	Jun. 1, 1918	W., H.
Printing pressmen,	Boston, . . .	Jun. 2, 1913	Jun. 1, 1918	W., H.
Web pressmen,	Boston, . . .	May 22, 1912	- ⁸	W., H., A., Arb., U. S.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² Increase in rate of wages effective as of July 1, 1916.

³ On 6 months' notice.

⁴ On 30 days' notice.

⁵ Also Stoneham and Winchester.

⁶ Wage clause of the agreement was amended on this date and contract renewed.

⁷ Preference of employment is given to union members.

⁸ On 90 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Printing Pressmen — Con.				
Printing pressmen,	Brockton,	Sep. 6, 1916	Sep. 4, 1917	W., H., A., Arb., U. S.
Web pressmen,	Fall River,	Jul. 17, 1912	- ¹	W., A., Arb., U. S.
Printing pressmen,	Lawrence,	Jan. 1, 1916	Jan. 1, 1919 ²	W., H., A., Arb., U. S.
Printing pressmen,	Lowell,	Jan. 1, 1917	Jan. 1, 1920	W., H.
Printing pressmen,	Norwood,	Jun. 2, 1913	Jun. 1, 1918	W., H.
Printing pressmen and assistants,	Springfield,	Apr. 1, 1912	- ^{3, 4}	W., H., A., Arb., U. S.
Quarry Workers.				
Quarry workers,	Chelmsford,	Mar. 1, 1916	Mar. 1, 1920 ²	W., H., Arb., U. S.
Quarry workers,	Chester,	Jun. 1, 1916	Jun. 1, 1917	W., H., U. S.
Quarry workers,	East Longmeadow,	Apr. 10, 1911	- ⁶	W., H., Arb.
Quarry workers,	Gloucester,	May 1, 1916	Mar. 1, 1921 ²	W., H., Arb.
Quarry workers,	Milford,	Apr. 1, 1912	Apr. 1, 1917	W., H., A., U. S.
Quarry workers,	Quincy,	Mar. 1, 1916	Mar. 1, 1921 ²	W., H., Arb.
Quarry workers,	Rockport,	May 1, 1916	Mar. 1, 1921 ²	W., H., Arb.
Railroad Workers and Inspectors.				
Railroad workers,	Ayer,	Jun. 20, 1916	- ¹	H. ⁶
Car cleaners,	Boston, ⁷	Jun. 20, 1916	- ¹	H. ⁶
Car inspectors, repairers, and cleaners,	Boston,	Jun. 20, 1916	- ¹	H. ⁶
Engine house employees,	Boston,	Jun. 10, 1916	- ¹	W., H. ⁶
Railroad workers,	Boston,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Boston,	May 11, 1916	- ¹	- - -
Railroad workers,	Fitchburg,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Fitchburg,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Greenfield,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Lowell,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Salem,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Salem,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Springfield,	Jun. 20, 1916	- ¹	H. ⁶
Railroad workers,	Worcester,	Jun. 20, 1916	- ¹	H. ⁶
Roofers.				
Roofers, composition, damp and waterproof workers,	Boston,	Aug. 1, 1915	Jun. 1, 1917	W., H., U. S.
Roofers,	Brockton,	May 1, 1914	May 1, 1919	W., H., A., U. S.
Roofers,	Lynn,	Dec. 1, 1915	Sep. 1, 1916	W., H., A., U. S.
Slate and tile roofers,	Springfield,	May 1, 1913	- ³	W., H., U. S.
Sheet Metal Workers.				
Coppersmiths,	Boston,	Aug. 1, 1916	Aug. 1, 1917	W., H., A., Arb., U. S. ⁸
Sheet metal workers,	Boston,	Jan. 1, 1916	Jan. 1, 1919 ²	W., H., A., Arb.
Sheet metal workers (railroad),	Boston,	Mar. 17, 1916	- ¹	W., H.
Sheet metal workers,	Brockton,	May 1, 1916	May 1, 1917	W., H.
Sheet metal workers,	Fall River,	Nov. 1, 1915	Indefinite	W., H.
Sheet metal workers,	Lynn,	Sep. 1, 1915	Sep. 1, 1917	W., H., A.
Sheet metal workers,	Malden,	Sep. 1, 1915	Sep. 1, 1916	W., H.
Sheet metal workers,	Natick,	May 1, 1916	May 1, 1918	- - -
Sheet metal workers,	New Bedford,	May 1, 1916	Apr. 1, 1920	W., H., A., Arb., U. S.

¹ On 30 days' notice.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ On 60 days' notice.⁴ New agreement pending.⁵ On 3 months' notice.⁶ The working rules applicable to railroad employees contain many special subjects largely dependent upon the nature of the employment.⁷ Points in Massachusetts covered by this agreement are Boston, Greenfield, Northampton, and Springfield.⁸ Preference of employment is given to union members.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Sheet Metal Workers — Con.				
Sheet metal workers,	Salem,	Jul. 12, 1915	Dec. 31, 1917	W., H., A., U. S. ¹
Sheet metal workers,	Springfield,	May 1, 1916	May 1, 1921	W., H.
Sheet metal workers,	Worcester,	May 1, 1916	Apr. 30, 1919 ²	W., H., A.
Station Employees.				
Railroad station employees,	Boston,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Lowell,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	North Adams,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Northampton,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Salem,	May 20, 1912	Indefinite	H. ³
Railroad station employees,	Springfield,	Aug. 1, 1913	Indefinite	- - -
Railroad station employees,	Worcester,	May 20, 1912	Indefinite	H. ³
Steam Railroad Employees, n.e.s.				
Railroad signalmen,	Boston,	Jun. 8, 1917	- ⁴	W., H.
Railroad signalmen,	Boston,	May 26, 1917	- ⁴	W., H.
Railroad transfer messengers and clerks,	Boston,	Feb. 1, 1916	Apr. 1, 1917	- - -
Railroad building mechanics,	Salem,	Apr. 8, 1913	- ⁴	W., H.
Stereotypers and Electrotypers.				
Electrotypers,	Boston,	Nov. 21, 1914	Jan. 12, 1917	} W., H., A., Arb., U. S. ⁵
		Dec. 8, 1914	Dec. 8, 1917	
		Jun. 24, 1915	Jan. 12, 1920	} W., H., A., Arb., U. S.
		Dec. 25, 1916	Dec. 25, 1917 ²	
Stereotypers,	Boston,			
Stereotypers and electrotypers,	Fall River,	Apr. 1, 1914	Apr. 1, 1919	- - -
Stereotypers,	Lawrence,	Jan. 1, 1916	Jan. 1, 1921 ²	W., H., A., Arb., U. S.
Stereotypers,	Springfield,	Jan. 18, 1917	Jan. 18, 1918	W., H., A., Arb., U. S.
Stone Cutters.				
Stone cutters,	Springfield,	Jul. 1, 1914	- ⁶	W., H., A., Arb., U. S.
Street and Electric Railway Employees.				
Street and electric railway employees,	Boston,	May 1, 1916	Apr. 30, 1919 ²	W., H., Arb.
Street and electric railway employees,	Brockton,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.
Street and electric railway employees,	Brookfield,	Jun. 4, 1916	- ⁷	W., H.
Street and electric railway employees,	Chelsea,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.
Street and electric railway employees,	Dedham,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.
Street and electric railway employees,	Fall River,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.
Street and electric railway employees,	Framingham,	Aug. 1, 1913	Indefinite	- - -
Street and electric railway employees,	Gloucester,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.
Street and electric railway employees,	Haverhill,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.
Street and electric railway employees,	Holyoke,	Jun. 1, 1915 ⁸	Sep. 30, 1918	W., H., Arb.
Street and electric railway employees,	Lawrence,	Oct. 1, 1916	May 1, 1920 ²	W., H., Arb.

¹ Preference of employment is given to union members.² Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.³ Also many other rules largely dependent upon the special nature of the employment.⁴ On 30 days' notice.⁵ As to the employment of journeymen, employers signing contract agree to give preference to members of union by notifying union officials when additional journeymen are needed. If the union cannot furnish journeymen, the employers may employ such help as they may need.⁶ On 3 months' notice.⁷ On 10 days' notice.⁸ Award was made on November 17, 1916, by a board of arbitration in the matter of a controversy between the Holyoke Street Railway Co. and the Amalgamated Association of Street and Electric Railway Employees, Division No. 537, and was operative as of June 1, 1915.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree- ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Street and Electric Railway Employees — Con.				
Street and electric railway employees,	Lowell,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Lowell,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Lynn,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Northampton,	Jun. 1, 1916	May 31, 1919	W., H., Arb.
Street and electric railway employees,	Pittsfield,	Jun. 25, 1915	Jun. 1, 1916 ²	W., H.
Street and electric railway employees,	Quincy,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Reading,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Salem,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Springfield,	Jun. 1, 1916	May 31, 1918 ¹	W., H., Arb.
Street and electric railway employees,	Taunton,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Waltham,	Jul. 1, 1916	Jun. 30, 1917 ¹	W., H., Arb.
Street and electric railway employees,	Woburn,	Oct. 1, 1916	May 1, 1920 ¹	W., H., Arb.
Street and electric railway employees,	Worcester,	Jun. 1, 1916	May 31, 1918 ¹	W., H., Arb.
Tailors and Dressmakers.				
Tailors,	Boston,	Apr. 1, 1913	Indefinite	- - -
Tailors,	Brockton,	Apr. 1, 1916	Indefinite	W., H.
Tailors,	Holyoke,	Apr. 1, 1916	Apr. 1, 1918	W., U. S.
Tailors,	Lowell,	Jul. 1, 1916	Jul. 1, 1917	- - -
Tailors,	North Adams,	Sep. 18, 1907	Indefinite	W.
Tailors,	Northampton,	—, 1904	Indefinite	W., H.
Tailors,	Pittsfield,	Sep. 16, 1913	- ³	W., H.
Tailors,	Springfield,	Oct. 18, 1915	Oct. 18, 1916 ¹	W., H.
		Oct. 21, 1915	Oct. 21, 1917 ¹	
Teamsters, Chauffeurs, Stable- men, etc.				
Carriage drivers and chauffeurs,	Boston,	Feb. 1, 1916	Feb. 1, 1918	W., H., Arb.
		Sep. 21, 1916	Sep. 11, 1918	W., H., Arb., U. S. ⁴
		Mar. 1, 1917	Mar. 1, 1918	W., H., U. S. ⁴
		Apr. 15, 1917	Apr. 15, 1918	W., H., Arb., U. S. ⁴
Coal teamsters,	Boston,	Jun. 1, 1916	May 1, 1918	W., H., Arb. S. B., U. S. ⁴
Department store drivers,	Boston,	Jan. 1, 1915	Indefinite	W., H., Arb. S. B., U. S. ⁴
Laundry wagon drivers,	Boston,	Mar. 5, 1917	Mar. 5, 1918	W., H., Arb., U. S.
Lumber teamsters,	Boston,	Jul. 1, 1914	May 1, 1920	W., H., Arb.
Market and commission house team- sters,	Boston,	May 1, 1917	May 1, 1918	W., H., Arb., U. S.
Milk wagon drivers,	Boston,	Sep. 1, 1915	Sep. 1, 1917	W., H., Arb., U. S.
Newspaper wagon drivers,	Boston,	Dec. 1, 1913	Nov. 15, 1917	- - -
Piano and furniture movers,	Boston,	May 1, 1916	May 1, 1919	W., H., Arb., U. S. ⁴
Sand, cement, etc., teamsters,	Boston,	Jun. 1, 1914	Indefinite	- - -
Stablemen and garagemen,	Boston,	- - -	- - -	W., H., Arb., U. S.
Team drivers, chauffeurs, and helpers,	Boston,	Jan. 1, 1917	Dec. 31, 1919	W., H., Arb., U. S.
Transfer drivers,	Boston,	May 18, 1915	May 18, 1917	W., H., Arb., U. S.
Bakery wagon drivers,	Brockton,	Nov. 1, 1913	- ⁵	H., Arb. S. B., U. S.
Laundry wagon drivers,	Brockton,	Jun. 1, 1915	- ⁵	W., H., Arb. S. B., U. S.
Teamsters { coal, hay, grain, ice, and contract, express, lumber, coal, express, furniture,	Brockton,	Mar. 2, 1916	Mar. 2, 1919 ¹	W., H., Arb., U. S. ⁴
		Mar. 1, 1916	Mar. 1, 1920	W., H., Arb. S. B., U. S.
	Haverhill,	Jul. 21, 1913	- ⁶	W., H., Arb., U. S.
		Feb. 16, 1914	- ³	W., H., Arb. S. B., U. S.
		Jun. 27, 1916	-	W., H., U. S.
		Apr. 1, 1917	Apr. 1, 1920	W., H., U. S.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² With certain additions and exceptions, this agreement was extended to remain in force until June 1, 1917.

³ On 30 days' notice.

⁴ Union members or men signifying their intention to become members of the union are given preference of employment.

⁵ On 60 days' notice.

⁶ On 90 days' notice.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Continued.

OCCUPATIONS.	Localities	Dates on which Agree- ments went into Effect	Dates on which Agreements Expire	Principal Subjects dealt with in Agreements
Teamsters, Chauffeurs, Stable- men, etc. — Con.				
Coal teamsters,	Holyoke,	Jun. 9, 1916	Jun. 8, 1918 ¹	W., H., U. S.
Team drivers,	Holyoke,	Apr. 1, 1916	Mar. 1, 1917	W., H., U. S.
		Jan. 1, 1917	— ²	W., H., U. S.
Teamsters { coal, express, ice, lumber, tip cart,	Lynn,	Dec. 15, 1916	Dec. 15, 1917	W., H., U. S.
		May 1, 1916	May 1, 1917	W., H., Arb., U. S. ³
		Apr. 1, 1916	Apr. 1, 1917	W., H., U. S.
		Jul. 13, 1916	Jul. 13, 1917	W., H., U. S.
Coal teamsters,	Malden,	Jun. 1, 1916	Jun. 1, 1918	W., H., Arb., U. S. ³
Teamsters,	Natick,	May 1, 1917	Indefinite	W., H., Arb., U. S. ³
Team drivers,	Quincy,	Apr. 1, 1916	Apr. 1, 1917 ¹	W., H., Arb., U. S. ³
Grain and mason supply handlers,	Springfield,	Nov. 15, 1915	Indefinite	W., H.
Teamsters,	Springfield,	Jul. 1, 1916	Aug. 1, 1917	W., H., U. S.
Teamsters,	Taunton,	Jan. 15, 1917	Jan. 15, 1918	W., H., U. S.
Coal teamsters,	Waltham,	Apr. 1, 1916	Apr. 1, 1917	W., H., Arb., U. S. ³
Teamsters,	Worcester,	May 1, 1916	May 1, 1917	W., H., Arb., U. S. ³
Telegraphers, Railroad.				
Railroad telegraphers,	Boston,	Apr. 26, 1913 ⁴	— ²	W., H. ⁵
Railroad telegraphers,	Boston,	Jan. 2, 1917	— ²	W., H. ⁵
Railroad telegraphers, towermen,	Boston,	Sep. 15, 1916	Sep. 15, 1919	W., H., Arb. ⁵
Railroad telegraphers,	Clinton,	Apr. 26, 1913 ⁴	— ²	W., H. ⁵
Railroad telegraphers,	North Adams,	Apr. 26, 1913 ⁴	— ²	W., H. ⁵
Railroad telegraphers,	Springfield,	Feb. 19, 1916	— ²	W., H. ⁵
Telephone Operators.				
Telephone operators,	Boston,	Jul. 1, 1916	Indefinite	W., H.
Theatrical Stage Employees.				
Moving picture operators,	Boston,	Jun. 1, 1914	Jun. 1, 1917	W., H., Arb., U. S.
Theatrical stage employees,	Boston,	Jul. 1, 1916	Jul. 1, 1918	—
Moving picture operators,	Brockton,	Oct. 15, 1916	Oct. 14, 1917	W., H., Arb., U. S.
Theatrical stage employees,	Brockton,	Sep. 1, 1916	{ Sep. 1, 1917 Sep. 1, 1919	—
Moving picture operators,	Fall River,	Jan. 8, 1917	Jan. 8, 1918	W., H., U. S.
Theatrical stage employees,	Fall River,	Sep. 30, 1916	—	W., H.
Theatrical stage employees,	Fitchburg,	Sep. 1, 1915	Sep. 1, 1916	W., H., U. S.
Theatrical stage employees,	Haverhill,	Sep. 4, 1916	May —, 1917	W.
Moving picture operators,	Holyoke,	Sep. 1, 1916	Sep. 1, 1917	W., H., U. S.
Theatrical stage employees,	Holyoke,	Sep. 1, 1914	Sep. 1, 1916	W., H., U. S.
Moving picture operators,	Lawrence,	Sep. 7, 1914	Sep. 3, 1917	W., H.
Theatrical stage employees,	Lawrence,	Sep. 4, 1916	Sep. 3, 1917	W., H.
Moving picture operators,	Lowell,	Sep. 1, 1916	Sep. 1, 1918	W., H.
Theatrical stage employees,	Lowell,	Jul. 15, 1913	— ⁶	W., H.
Moving picture operators,	New Bedford,	Jan. 1, 1916	Dec. 31, 1916	W., H., U. S.
Theatrical stage employees,	New Bedford,	Jan. 1, 1916	Jan. 1, 1917	W., H., U. S.
Moving picture operators,	Springfield,	Sep. 1, 1916	Sep. 1, 1917	W., H., U. S.
Theatrical stage employees,	Springfield,	Sep. 1, 1916	Sep. 1, 1919	W.
Theatrical stage employees,	Taunton,	Mar. 27, 1916	Mar. 27, 1917	W., H., U. S.
Theatrical stage employees,	Waltham, ⁷	Sep. 1, 1914	— ⁶	W., U. S.
Theatrical stage employees,	Worcester,	Nov. 1, 1914	Sep. 1, 1919	W., H., U. S.
Tile Layers.				
Tile layers,	Boston,	Jun. 1, 1916	— ⁸	W., H., U. S.
Tile layers' helpers,	Boston,	Jun. 1, 1916	— ⁸	W., H., U. S.

¹ Agreement to continue thereafter automatically; subject, however, to annual revision, provided due notice shall have been given in accordance with the terms of the contract.

² On 30 days' notice.

³ Union members or men signifying their intention to become members of the union are given preference of employment.

⁴ Superseded by new agreement, effective March 3, 1917.

⁵ Also many other rules largely dependent upon the special nature of the employment.

⁶ On 2 weeks' notice.

⁷ Includes also Framingham, Natick, and Newton.

⁸ Schedule is binding for not less than one year.

TABLE IV. — *Analysis of Collective Agreements Reported as in Effect on July 1, 1916*
— Concluded.

OCCUPATIONS.	Localities	Dates on which Agreements went into Effect	Dates on which Agreements Expire	Principal Subjects Dealt with in Agreements
Tobacco Strippers.				
Cigar factory tobacco strippers,	Boston,	Sep. 20, 1913	- ¹	W., H., A., U. S. ²
Tobacco strippers,	Springfield,	Jun. 6, 1912	- ¹	W., H., U. S. ²
Trainmen, Railroad.³				
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Boston,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Fall River,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Fitchburg,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Frammingham,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Greenfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Holyoke,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Lawrence,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Lowell,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Northampton,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Pittsfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Salem,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Springfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Taunton,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Westfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	West Springfield,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Worcester,	Oct. 1, 1913	- ¹	W., H.
Railroad trainmen,	Worcester,	Oct. 1, 1913	- ¹	W., H.
Upholsterers.				
Carpet mechanics,	Boston,	Sep. 1, 1914	Sep. 1, 1916	W., H., A., U. S.
Upholsterers,	Boston,	Sep. 1, 1915 ⁴	Sep. 1, 1916	W., H., U. S.
Upholsterers, wholesale,	Boston,	Apr. 1, 1916	-	-
		Sep. 25, 1915	Sep. 1, 1916	W., H.
Weavers, Elastic Goring.				
Elastic goring weavers,	Brockton,	Mar. 1, 1914	- ⁵	W., U. S., S.
Elastic goring weavers,	Chelsea,	Apr. 1, 1914	- ⁵	W., U. S., S.
Elastic goring weavers,	Easthampton,	Mar. 1, 1914	- ⁵	W., U. S., S.
Weavers, Wire.				
Wire weavers,	Springfield,	Jun. 12, 1916	May 1, 1917	- - -

¹ On 30 days' notice.² All tobacco strippers excepting forewomen, foremen, and apprentices are required to be members of the union.³ See note 5, p. 220.⁴ Agreement applicable to shade men.⁵ On 60 days' notice.

V.

SPECIMEN FORM OF SCHEDULE USED IN THIS INQUIRY.

The Commonwealth of Massachusetts**BUREAU OF STATISTICS****LABOR DIVISION**

STATE HOUSE, BOSTON

DEAR SIR:—The Bureau is preparing a report on **Collective Agreements between Employers and Labor Organizations in Massachusetts** and requests your assistance in furnishing information for the organization named on the attached form. After answering the inquiries kindly tear off the form below and return it in the enclosed envelope, with a copy of your present agreement, if one is now in force.

A copy of the report will be sent addressed to each correspondent furnishing the information herein requested.

Respectfully yours,

CHARLES F. GETTEMY,
Director.

File No.....

COLLECTIVE AGREEMENTS—1916.

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer to Inquiry No. 3 is "NO," this word should be written in, and in such case the inquiries Nos. 4 to 10 do not require any answer. Remarks with reference to any question may be written on the reverse side of this form or enclosed on a separate slip.

1. City or town where your organization is located.....
2. Name and local number of your organization.....
3. Are the members of your local organization now working under a written agreement with employers or an employers' association?.....If so, kindly answer the following inquiries: (See NOTICE above.)
4. When did this agreement go into effect?.....191 . When will it expire?.....191 .
(Month.) (Month.)
5. How many firms have actually **signed** this agreement?.....How many firms have **verbally accepted** it?.....
6. How many firms which employ persons eligible to join your organization have **not accepted** this agreement?.....
7. How many members of your local are working for employers who have accepted this agreement?.....
8. Do the terms of this agreement vary in different shops?.....
9. If the members of your organization are working under an agreement negotiated by a Central Labor Union or similar representative body kindly add the official name of such body.....
10. **Kindly enclose a copy of your present written agreement and also a copy of any working rules which may be in effect.**

.....
(Information supplied by.)

Date.....

.....
(Official position.).....
(Address.)

PUBLICATIONS

OF THE BUREAU OF STATISTICS

I. REPORT ON THE STATISTICS OF LABOR.

(Public Document No. 15.)

The first Annual Report on the Statistics of Labor was published in 1870, the first Labor Bulletin in 1897, and Special Reports have been issued from time to time as occasion required. Beginning with the year 1913 all of these several publications of the Labor Division of the Bureau have been styled "Labor Bulletins", and a certain number of copies have been set aside for binding and publication at the end of the year under the title of the "Annual Report on the Statistics of Labor." The Labor Bulletins are numbered consecutively as issued, and each number contains matter devoted to one subject, concerning labor or the condition of the wage-earning population or questions of economic or social interest.

A list of the Bulletins issued since January 1, 1916, will be found below, any of which will be mailed to applicants upon request. Persons or organizations desiring to receive the Labor Bulletins as issued will be entered on our mailing list upon making application, and exchanges with publications having reference to industrial and social matters will be gladly made.

(A list of the Reports and Bulletins issued prior to January 1, 1916, will be furnished on application.)

- No. 113, March 1, 1916. Fifteenth Annual Directory of Labor Organizations, 1916.
- No. 114, April 1, 1916. Union Scale of Wages and Hours of Labor in Massachusetts, 1915.
- No. 115, May 1, 1916. Wages and Hours of Labor in Steam and Electric Railway Service in Massachusetts.
- No. 116, September 1, 1916. Labor Legislation in Massachusetts, 1916.
- No. 117, November 1, 1916. Labor Injunctions in Massachusetts.
- No. 118, December 1, 1916. Eighth Annual Report on Labor Organizations, 1915.
- No. 119, March 1, 1917. Sixteenth Annual Directory of Labor Organizations, 1917.
- No. 120, May 1, 1917. Union Scale of Wages and Hours of Labor in Massachusetts, 1916.
- No. 121, July 1, 1917. Collective Agreements between Employers and Labor Organizations in Massachusetts, 1916.

II. QUARTERLY REPORTS ON EMPLOYMENT IN MASSACHUSETTS.

The first Quarterly Report on Employment in Massachusetts was published in May, 1908. A few reports for the following quarters are still available for distribution, and will be sent to any address upon application.

- 1914 — March 31; June 30; September 30; December 31.
- 1915 — March 31; June 30; September 30; December 31.
- 1916 — March 31; June 30; September 30; December 31.
- 1917 — March 31; June 30.

Annual summaries were published in the Annual Reports on Labor Organizations, of which the following are still available for distribution: 1912, 1913, 1914, 1915. Persons or organizations desiring to receive copies of these reports will be placed upon the mailing list upon making application.

III. REPORT ON THE STATISTICS OF MANUFACTURES.

(Public Document No. 36.)

The first Annual Report on the Statistics of Manufactures was published in 1886. Each report issued prior to 1907 contained comparisons for identical establishments, between two or more years, as to Capital Devoted to Production, Stock and Materials Used, Goods Made, Persons Employed, Wages Paid, and Time in Operation. Beginning with 1907 the comparisons for identical establishments were omitted, and all returns made to the Bureau were included in the tabulations. The thirtieth Annual Report, covering the year 1915, is available for distribution.

IV. REPORT ON THE STATISTICS OF MUNICIPAL FINANCES.

(Public Document No. 79.)

The first Report on the Statistics of Municipal Finances was issued in September, 1908, and covered municipal fiscal years ending between November 30, 1906, and April 1, 1907. The reports for this and for later years contain tabular presentations showing the Cost of Municipal Government in Massachusetts; Summarized Statement of All Receipts and Payments, together with Analysis Tables and Definitions of Terms intended to promote uniformity in accounting and presentation of municipal reports. The first and second reports are now out of print. The ninth Annual Report covers municipal fiscal years ending between November 30, 1914, and March 31, 1915. Any of the reports now in print will be sent upon application.

V. THE MUNICIPAL BULLETIN.

These Bulletins contain matter relating to municipal affairs, especially finances, and are intended to promote a sound and efficient administration of city and town government in Massachusetts. That indicated by an asterisk (*) is now out of print; those which remain in print will be mailed upon application.

No. 1. January, 1910. A Uniform Classification of Municipal Receipts and Payments Prescribed for the Cities and Towns of Massachusetts as a Basis for a Standard System of Accounts and Reports.

***No. 2. July, 1910.** Recent Legislation relative to Town Finances and Municipal Accounts. (Superseded by Bulletin No. 7.)

No. 3. January, 1911. The Issue and Certification of Town Notes Under the Provisions of Chapter 610 of the Acts of 1910.

No. 4. March, 1911. Outstanding Indebtedness of Certain Cities and Towns of Massachusetts Against which no Sinking Funds are being Accumulated or for the Extinguishment of which no Annual Payments of Principal are being made.

No. 5. July, 1913. Laws relating to Municipal Finances, including the Municipal Indebtedness Act of 1913, the Acts requiring the Certification of Town and District Notes, providing for the Auditing of Accounts, and the Installation of Accounting Systems by the Bureau of Statistics, making of Annual Returns of Financial Transactions, etc. (Superseded by Bulletin No. 7.)

No. 6. July, 1914. Laws relating to Municipal Finances with amendments of 1914. (Superseded by Bulletin No. 7.)

No. 7. July, 1915. Laws relating to Municipal Finances with amendments of 1914 and 1915. (Supersedes Bulletins Nos. 2, 5, and 6.) (Supplement, issued in 1916, contained amendments of 1916.)

VI. REPORT ON THE STATE PUBLIC EMPLOYMENT OFFICES.

(Public Document No. 80.)

Public employment offices are maintained under the jurisdiction of this Bureau in Boston, Springfield, and Worcester. The first Annual Report on the State Public Employment Offices was published in 1907. The annual reports contain statistical tables and descriptive matter relative to the work of the offices, and, with the exception of the 1st and 4th (out of print), will be sent upon application. The tenth Annual Report was issued in February, 1917, and covered the year ending November 30, 1915.

VII. SPECIAL REPORTS.

Special reports, except those indicated by an asterisk (*), which are now out of print, will be mailed upon application.

***January 4, 1911.** A Special Report on the Cost of Retirement Systems for State and County Employees in Massachusetts.

***January 6, 1911.** The Population of Massachusetts as Determined by the Thirteenth Census of the United States, 1910.

April 15, 1912. Report of a Special Investigation relative to the Indebtedness of the Cities and Towns of the Commonwealth.

March 5, 1913. Report of a Special Investigation relative to the Sinking Funds and Serial Loans of the Cities and Towns of the Commonwealth.

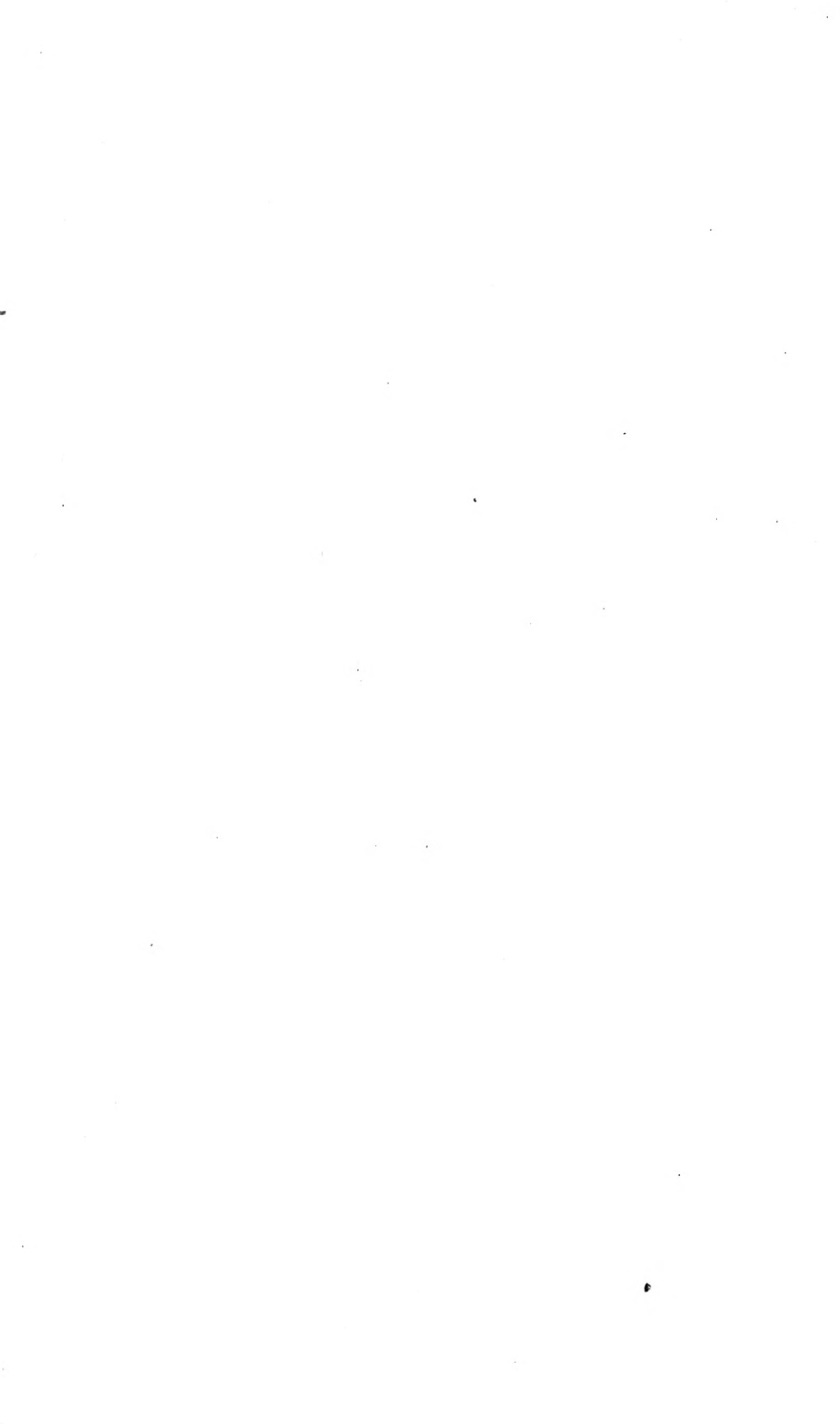
August 1, 1913. A Directory of Massachusetts Manufactures, 1913.

August 1, 1914. Report on Power Laundries in Massachusetts, 1913.

December 15, 1916. Report of a Special Inquiry relative to Aged and Dependent Persons in Massachusetts, 1915.

VIII. THE DECENNIAL CENSUS.

The Decennial Census of the Commonwealth for 1905 was published complete in four volumes, now out of print. The Decennial Census for 1915 was taken as of the date April 1, 1915. Press notices summarizing the results of the census are available for distribution.





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